

## EXHIBIT B

**UNITED STATES DISCRIT COURT  
SOUTHERN DISTRICT OF NEW YORK**

PROJECT VERITAS and PROJECT  
VERITAS ACTION FUND,

Plaintiffs/Counterclaim-  
Defendants,

v.

JAMES O'KEEFE and TRANSPARENCY  
1, LLC d/b/a O'KEEFE MEDIA GROUP,

Defendants/Counterclaim-  
Plaintiffs.

Civil Action No. 7:23-cv-04533

**COUNTERCLAIM-PLAINTIFFS' AMENDED  
COUNTERCLAIMS AGAINST COUNTERCLAIM-DEFENDANTS**

Defendants and Counterclaim-Plaintiffs, JAMES O'KEEFE ("O'Keefe") and TRANSPARENCY 1, LLC d/b/a O'KEEFE MEDIA GROUP ("OMG") (together "Defendants"), hereby file their Amended Counterclaims against Plaintiffs and Counterclaim-Defendants, PROJECT VERITAS and PROJECT VERITAS ACTION FUND' ("Plaintiffs"), and state:

**COUNTERCLAIMS**

Defendants ("Counterclaim-Plaintiffs")<sup>1</sup> JAMES O'KEEFE ("O'Keefe") and TRANSPARENCY 1, LLC d/b/a O'KEEFE MEDIA GROUP ("OMG"), plead the

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<sup>1</sup> For economy and clarity, O'Keefe and OMG shall be referred to herein as "Defendants," and Project Veritas and Project Veritas Action Fund as "Plaintiffs."

following Counterclaims against Plaintiffs (Counterclaim Defendants) PROJECT VERITAS and PROJECT VERITAS ACTION FUND, and allege as follows:

### **INTRODUCTION**

1. In the storied annals of investigative journalism, few tales are as tragic as the deliberate dismantling of Project Veritas (PV) by its own Board of Directors. This tale of betrayal, feigned incompetence, and shortsightedness serves as a stark reminder of how quickly an organization can crumble when those entrusted with its stewardship release their grip on its mission and the visionary who brought it to life.

2. For nearly two decades, James O'Keefe stood as a beacon of fearless journalism, his name internationally synonymous with hard-hitting exposés shaking the foundations of power. From the halls of Congress to corporate boardrooms, O'Keefe's work through Project Veritas sparked national conversations and drove real change. His unique brand of investigative reporting, built on hidden cameras and undercover work, became the hallmark of an organization that dared to go where other media feared or refused to tread.

3. Yet, in a bewildering turn of events, the very institution O'Keefe had nurtured from its inception turned against him. Over a matter of a few days, a Board – ironically, dedicated to truth and transparency – engaged in a calculated ambush of its founder, stripping him of authority and publicly humiliating him in front of the very team he had assembled. This was not a measured response to legitimate concerns, but a premeditated coup that ignored years of successful leadership and the unique value O'Keefe brought to the organization.

4. The Board's actions, cloaked in the language of corporate governance, revealed a profound and willfully obtuse misunderstanding of what made Project Veritas special. They failed to grasp that O'Keefe was not merely an employee, but the beating heart of an organization that thrived on his vision, his connections, and his public persona. In their myopic focus on alleged expense reports and management styles, they lost sight of the forest for the trees, jeopardizing the very mission they were sworn to uphold.

5. As news of O'Keefe's ouster spread like wildfire, swift and devastating repercussions followed closely behind. Donors, who had given generously based on their trust in O'Keefe and his work, closed their wallets. Employees, witnessing the betrayal of their leader, departed in droves. Consumers closed their eyes. The organization that had once stood as a David against media Goliaths now found itself struggling for survival, its own credibility in tatters.

6. These counterclaims are not merely about contractual disputes or corporate governance. They are about the willful destruction of a unique institution in American journalism. They are about a small group of individuals who, entrusted with safeguarding a vital public watchdog, instead chose to put it down. The Board's actions have not only harmed James O'Keefe personally but have deprived the public of a crucial voice at a time when investigative journalism is needed more than ever.

7. The stakes in this case extend far beyond the individuals involved. This is a fight for the soul of independent journalism, for the right of visionaries to see their creations through to fruition, and for the public's right to know the truth, no matter how

uncomfortable it may be for those in power. The Plaintiffs' reckless actions have silenced a vital voice and weakened our democratic discourse. It is time for them to be held accountable.

### **THE PARTIES**

8. Defendant James O'Keefe is an individual citizen of the State of Florida and resides in Miami-Dade County, Florida.

9. Defendant Transparency 1, LLC d/b/a O'Keefe Media Group is a Delaware Limited Liability Company with a principal place of business in Mamaroneck, New York.

10. Plaintiff Project Veritas is a non-stock corporation organized under the laws of the Commonwealth of Virginia, with a principal place of business in Mamaroneck, New York. It is registered in New York as a foreign not-for-profit corporation.

11. Plaintiff Project Veritas Action Fund is a non-stock corporation organized under the laws of the Commonwealth of Virginia, with a principal place of business in Mamaroneck, New York as a foreign not-for-profit corporation.

### **COMMON FACTUAL ALLEGATIONS**

#### **The Board Constructively Terminates O'Keefe and Defames Him**

12. Plaintiffs' corporate sabotage began when on February 2, 2023, PV's Chief Financial Officer, Tom O'Hara ("O'Hara"), "confronted" O'Keefe over a \$12,000 bill for a short-fused helicopter flight to visit a well-heeled donor. Never before in PV's history had the CFO complained of any problems with O'Keefe's travel expenses, including O'Keefe's occasional use of helicopters, which are commercially available for short-range flights in the Boston-New York-DC metro area.

13. O’Keefe and O’Hara argued, and O’Keefe told the CFO he was fired.

14. At the time, the Project Veritas Board included three members: James O’Keefe, Matthew Tyrmand (“Tyrmand”), and John Garvey.

15. The Board convened an emergency meeting four days later, on February 6, 2023.

16. Ahead of the meeting, PV employees sensed that Tyrmand was leading PV off of a cliff, asking: “What if the board fails?” Tyrmand attempted to reassure the suspicious employees: “The board won’t fail.” (Spoiler alert: The board failed, leaving PV in disarray, hollowed out, and near bankruptcy.)

17. During the meeting, Tyrmand moved to add the following new members to the Board: George Skakel, Joseph Barton (“Barton”), and Steve Alembik. All three were added over O’Keefe’s objections. Together, the members (excluding O’Keefe) shall be referred to as the “Board,” which at all relevant times acted as the Plaintiffs’ agent.<sup>2</sup>

18. O’Keefe abstained from voting to add the new members, requesting that the Board first discuss its business agenda, before bringing inexperienced new members into the meeting. O’Keefe was overruled.

19. Board member Matthew Tyrmand orchestrated the radical board expansion, which doubled its size. Tyrmand intended to and did shift the 2-1 board configuration (against him) to 4-2 (under his control).

20. In a first for the PV Board, Tyrmand moved to allow “observers” –non-

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<sup>2</sup> At other times, not relevant at this time to claims against Plaintiffs, certain Board members acted in their own separate interests, unauthorized by Plaintiffs. Those claims will be addressed separately.

Board members — into what had previously always been a private meeting. Ahead of the meeting, Tyrmand had lined up cherry-picked disgruntled current and former employee “observers” to attend by phone and speak. Other employees, previously happy in their positions, were invited to attend and listen.

21. Nobody except Tyrmand and the cherry-picked employees knew what was coming.

22. First, in the now-public meeting, Tyrmand moved to read “into the record” a previously undisclosed letter of grievances written by disgruntled employees, invoking legalistic language.<sup>3</sup>

23. The motion passed with O’Keefe again abstaining. O’Keefe objected that he had never seen the letter before.

24. In other words, Tyrmand was leading an ambush.

25. Tyrmand, having collected a pre-meditated list of alleged grievances from a small group of anonymous disgruntled current and former employees, then read aloud O’Keefe’s supposed transgressions.

26. The letter was intended to, and did, publicly humiliate O’Keefe.

27. Following the reading of the grievances letter, Tyrmand began inviting a series of disgruntled current and former employees (attending by phone) to expand on the issues raised in the anonymous letter.

28. O’Keefe — at the time, PV’s Chief Executive Officer — was ambushed by the

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<sup>3</sup> Presumably when Tyrmand referred to “the record,” he meant the audio recording of the defamatory meeting that Project Veritas would later leak to the public.

series of unscheduled appearances at a public Board meeting with much of the PV staff listening in.

29. The hours-long series of comments from Tyrmand's cherry-picked employees published a long string of defamatory statements, such as:

- a. "James has become a power-drunk tyrant and he's exactly who he pontificates on who we should be exposing."
- b. "It's sad, embarrassing, and increasingly becoming James' standard for how he treats the [indiscernible]. Honestly, it's wild and incredibly irrational behavior for someone publicly and internally claiming to be the only one raising money."
- c. "In recent donor meetings, James' behavior has been arrogant and dismissive of the donors, that they won't give us five or six-figure donations."
- d. "I consider the workplace a hostile work environment, incredibly toxic, employees are continually shamed and bullied and discounted and appear to only be objects to one end, which is the furtherance of his personal agenda."
- e. "He's a great leader when it comes to Project Veritas, but he's not good at managing people. He's not good at hiring and firing."

*See* Transcript of February 6, 2023, Board Meeting Audio, attached hereto as **Exhibit A**.

30. The aired grievances were intended to, and did, publicly humiliate O'Keefe. By reading the grievance letter "into the record" and requiring O'Keefe to sit quietly and



endure public castigation in front of the entire PV staff, Tyrmand hoped to provoke O'Keefe into an angry outburst that would provide cause for his immediate termination.

31. But O'Keefe did not take the bait. He endured severe emotional distress and public humiliation but *did not lose his temper*.

32. The entire meeting was intentionally intended to be defamatory. It was intended to strike O'Keefe where Tyrmand believed O'Keefe was weakest: in his pride. But legally speaking, it was a carefully planned session of pure defamation of O'Keefe's personality and ability. In other words, the Board organized and procured a six-hour struggle session of defaming O'Keefe's character and his fitness for his chosen occupation.

33. Although the employees delivered the message, the Board intentionally created the defamatory environment, and encouraged the cherry-picked, allegedly dissatisfied employees to publicly complain. The Board invited the other, non-disgruntled employees to hear the defamatory comments first-hand. The Board recorded the defamation for publication to a wider audience. The Board did publish the audio of the February 6th meeting, including all the defamatory comments, to a wider audience, including providing it to journalists.

34. Since O'Keefe kept his cool, the Board was frustrated in its plan to provoke O'Keefe. So, it shifted tactics, and — despite that none of the complained-of conduct was new or urgent — concluded the meeting by voting to radically re-define O'Keefe's job.

35. The Board's February 6th minutes described the decision:

The Board voted and passed the following:

- The CFO and Chief Strategy Officer reinstated.
- The CEO's ability to hire/fire staff is suspended for 180 days with such power transferred to the Executive Director in direct consultation with the Board.
- The Executive Director reports to the Board
- The CEO is placed on paid leave for two weeks
- The CEO surrenders company credit card
- The CEO's access to proprietary information, including donor lists, is restricted

36. The Board's reconfiguration of O'Keefe's job was intended to and did frustrate his ability to carry out his duties. It eliminated his ability to travel for stories, to recruit reporters, hire or fire staff, or fund-raise, and cut off his access to donor information — all essential requirements for his job. Excepting only hire/fire authority (removed for at least *six months*), the other changes were of indefinite duration.

37. The February 6th public humiliation and gutting of O'Keefe's position was intended to, and did, create an impossible and intolerable hostile work environment. The Board expected O'Keefe to immediately resign.

38. The Board wished to force O'Keefe to resign, rather than just directly firing him, because it selfishly believed doing so would mitigate the backlash from donors, employees, and consumers of the company's news products. The Board hoped O'Keefe would *do something* that would allow the Board to re-direct its donors anger towards O'Keefe.

39. The Board's ill-conceived plan was self-destructive, displaying gross incompetence and a reckless disregard for the Board members' fiduciary duties, not to mention PV's future prospects and ability to operate as a going concern.

40. O'Keefe had always been the most important figure in PV's news videos. News videos featuring O'Keefe's appearances were always viewed significantly more often than videos without the founder. It wasn't even close. O'Keefe had the ability to go viral: PV *without* O'Keefe did not.

41. Likewise, O'Keefe had always been PV's most productive fund-raiser, consistently outraising the organization's entire development department. Even when outreach was initiated by the development department, donors (especially larger donors) preferred and expected to meet and communicate directly with O'Keefe, face-to-face.

42. The Board's February 6th actions to force O'Keefe to resign also ensured O'Keefe could not appear in future PV videos or effectively fund-raise, disemboweling the organization and dooming its prospects. The Board's actions were corporate harakiri.

43. But the Board's backup plan to force O'Keefe's resignation was thwarted when O'Keefe once again refused to take the bait, and did *not* immediately resign.

44. So, the frustrated Board activated 'Plan C.'

#### **The Board Tries Again on February 10, 2023**

45. Just four days after the February 6th meeting, the Board met again, this time without O'Keefe present, since he was still on two weeks of paid leave as ordered by the Board.

46. This time, at the February 10th meeting, Tyrmand did not invite any employees, and did not move to record the meeting. With O'Keefe not present, the Board acted in secret.

47. Instead, Tyrmand invited PV's disgruntled CFO (who O'Keefe had just fired a week before), O'Hara to deliver a searing report accusing O'Keefe of serial misspending. None of the issues O'Hara raised were new, or material, or urgent.

48. The 'report' was a post-hoc rationalization attempting to backfill a valid rationale for the Board's February 6th actions. O'Keefe's alleged serial financial misconduct had never been raised at any previous Board meeting. Although O'Keefe had been at the helm for nearly two decades, until this February 10th 'report', neither the Board nor the CFO had ever notified O'Keefe that his expenses were "lavish" or inappropriate in any way.

49. At the conclusion of the February 10th meeting on 'financial improprieties,' just four days after humiliating O'Keefe with an ambush of employee complaints about his management style, stripping all his authority, and placing O'Keefe on two weeks' *paid* leave, the Board took escalatory action. This time, the Board rescinded O'Keefe's pay entirely, not even waiting the two weeks, placing him on indefinite *unpaid* leave, and to add insult to financial injury, (at Tyrmand's suggestion) implied O'Keefe was crazy, thus unsuitable for his chosen occupation, by offering him free mental health treatment in the Board's written minutes.

50. In trying to force O'Keefe's voluntary resignation, the Board was busily and enthusiastically fire-bombing PV's sterling reputation. If anyone needed mental health treatment, it was PV's Board of Directors.

51. The Board recorded its escalatory, “Plan C” decision in its February 10th minutes (highlights supplied):

The Board engaged further discussion, voted and the members present passed the following:

- Authorized the Executive Director, Dan Strack, to approve expenditures above \$20,000
  - Adopted unanimously by the members present
- Indefinite suspension of Mr. O’Keefe as CEO without compensation pending the results of the two-dimensional audit.
  - In favor: Messrs. Tyrmand, Barton and Garvey
  - Opposed: Messrs. Skakel and Alembik
  - Passes 3-2
- Offer to provide Mr. O’Keefe with mental wellness care/treatment/counseling with the sincere hope and goal of Mr. O’Keefe returning to the organization at the appropriate time under the appropriate circumstances to be determined.
  - Adopted unanimously by the members present

52. The Board subsequently published its Board minutes to many third parties. The minutes deliberately included the defamatory implication that O’Keefe lacked mental capacity and was thus unsuitable for his chosen occupation.

53. At this point, O’Keefe had no authority, no pay, and no job, except an illusory promise of possible future re-employment “at the appropriate time under the appropriate circumstances *to be determined.*”

54. O’Keefe had no way to pay his bills. The Board’s actions condemned O’Keefe to indentured servitude: O’Keefe was to indefinitely remain a PV employee, subject to the Board’s whims, orders, and control, *without being paid*, and with no way to meet his own ongoing financial obligations.

55. Nothing in O’Keefe’s Employment Agreement<sup>4</sup> provided the Board with a remedy of indefinite suspension without pay (or any of its other creative remedies). The Board did not (directly) terminate O’Keefe’s employment. The Board did not terminate the Employment Agreement.

56. Instead, the Board breached the terms of the Employment Agreement including, non-exclusively, Paragraph 1 (“Responsibilities and Performance”), Paragraph 3 (“Compensation”), and Paragraph 4 (“At Will Employment”).<sup>5</sup>

57. Combined with those breaches, the Board also breached the duty of good faith and fair dealing it owed to O’Keefe.

58. Showing remarkable restraint, O’Keefe waited six more days to respond. On February 16, 2023, at 1:11pm, O’Keefe emailed the entire PV Board, demanding that either the full PV Board resign, effective immediately, or else O’Keefe would be *forced* to resign (i.e., acknowledge his constructive termination):

I cannot in good faith return to the employ of an organization with leaders who are attacking me personally, making false and unsupported claims of improper management of resources, improperly airing employment issues related to me and others at Project Veritas, ruining our reputation in front of supporters and donors, and leaking confidential information and fabricated stories. I will be forced for good reason to terminate my position as CEO of Project Veritas.

See O’Keefe Email to PV Board dated 2-16-23, attached hereto as **Exhibit B**.

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<sup>4</sup> Plaintiffs attached the Employment Agreement to their First Amended Complaint as its first exhibit.

<sup>5</sup> The Board will, predictably, make the self-defeating argument the Employment Agreement was “at will.” But, again, the Board did not fire O’Keefe. The Board wishes to have it both ways. The Board cannot hide behind its specious argument it took some kind of ‘at will’ action when it did not actually fire O’Keefe, and it denies it intended to constructively terminate him.

59. As a direct and predictable result of the Board's conduct, O'Keefe was substantially damaged.

60. To recap the Board's intentional plan to constructively terminate O'Keefe:

- a. Plan A was to ambush and humiliate O'Keefe in front of the staff and provoke him either to quit on the spot or into a rash response that would provide grounds for termination for cause. He kept his cool.
- b. Plan B was to shred O'Keefe's authority, strip his duties, and prevent him from performing his contractual duties under the Employment Agreement. The Board thought O'Keefe would surely quit. He didn't.
- c. Plan C stripped even O'Keefe's pay, and mocked him with suggestions of mental health problems. This time, the Board was sure it would work. And this time, it did.

### **The Aftermath**

61. Following the Board's suspension of O'Keefe on February 6th and constructive termination of O'Keefe on February 10th, and O'Keefe's coming to terms with his termination on February 16th, the employees rebelled, donations dried up, consumers complained loudly and often, and the Board became increasingly unstable and erratic.

62. For nearly two more months, the Board engaged in a mendacious public dispute with O'Keefe over whether O'Keefe had been fired or quit. The Board first misinformed the public O'Keefe had quit — despite their “best conciliatory efforts” — a

reckless ruse intended to hold back a tsunami of rage from donors and consumers swamping its phone lines, emails, and social media.

63. During this post-termination period from March to May 2023, the Board complained about nearly everything O’Keefe did, trying to manufacture further post-hoc rationalizations for their misconduct. For example, O’Keefe made a careful and measured video for followers and co-workers as he cleaned out his office. Even though O’Keefe did not defame PV or its Board members in the video, and even though the video was not prohibited by his Employment Agreement, the Board still accused O’Keefe of misfeasance.

64. In the immediate aftermath of O’Keefe’s suspension and constructive termination, not only did donations essentially stop, but PV experienced a historic and catastrophic wave of demands from donors for donation reimbursements. The backlash threatened to destroy the organization even before it could send more demand letters to O’Keefe, which it did frequently, with great enthusiasm.

65. The Board –in particular Matthew Tyrmand– knew his actions would result in the immediate destruction of anything recognizable as Project Veritas, and this is exactly what he intended, and it is exactly what occurred. Tyrmand was the chief architect and engineer of the downfall of Project Veritas, but the other Board members aided and abetted him.

66. Over the next weeks and months, their purpose achieved, Board members raced out of the boardroom like rats off a sinking ship, resigning one after another, not sticking around to clean up the mess they created. The employees who had challenged



Tyrmand at the beginning, wondering aloud what would happen if the Board failed, were either laid off or forced to find new employment. The once-rapidly-growing organization hemorrhaged cash. In a desperate gamble, PV hired a first-generation PV reporter as CEO, even though she lacked prior executive experience. It didn't work. She quit before she reached her six-month review.

67. PV then drastically cut costs, making things even worse, and making donors and consumers even more furious, if that were possible. With the drastic cost cuts in place, PV's content production dried up. It infamously announced it would stop funding the defense of its *own reporters* who'd been caught up in litigation while performing their jobs. It engaged in a series of layoffs reducing the staff from over 60 to around six.

68. As of the drafting of these counterclaims, Project Veritas drips out lame videos, none of which go viral. PV's videos now generate only a handful of 'likes' and 'comments,' sometimes in the single digits, a pale shadow of its former reach and influence.

69. On June 20, 2024, Rolling Stone published a long-form, magazine-style investigative article about Project Veritas headlined, "Inside the Rise and Fall of Project Veritas."<sup>6</sup>

70. Among many other things, Rolling Stone reported two key facts: (1) Matthew Tyrmand instigated the corporate coup, and (2) the Board members had been

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<sup>6</sup> Available at <https://www.rollingstone.com/politics/politics-features/project-veritas-james-okeefe-rise-fall-1235036748/>.

advised by corporate counsel the most likely result of its actions would be James' resignation — a result they secretly hoped to procure:

After years of serious conversations and apologies and plans that went nowhere, the board had arrived at the Rubicon. "[O'Keefe] cannot be a steward of the org until he recognizes the org is now bigger than him," Matt Tyrmand, a board member and longtime friend to the CEO, wrote to the others in an email. "This is not a fiefdom anymore."

Jeffrey Lichtman, who served as legal counsel, had reservations. "Giving James some kind of ultimatum will be received poorly by him at this very difficult time. He'll feel cornered and will lash out in defense. In the end I'm not sure you won't lose him."

71. The emails exposed by the Rolling Stone article evidenced the Board's intent to force O'Keefe to quit. In other words, they *intended* to corner him, put him on defense, and create a work environment so hostile O'Keefe would have no choice but to resign. Board member George Skakel wrote privately that Matt Tyrmand led the effort "indicting James James in the Board's mind".

72. Shortly after O'Keefe's ouster and public humiliation, the Board conceived its next scheme, to further injure O'Keefe through relentless public defamation.

### **The Board's Defamation Plot**

73. From February 2023 on, PV's Board members took to their social media accounts to spread false defamatory claims of O'Keefe's financial and personal failures — all going to O'Keefe's suitability for his chosen profession. PV's executives and Board members disseminated "talking points" to "influencers" and press outlets to defame O'Keefe. It was all part of a premeditated, carefully planned scheme to destroy O'Keefe's ability to continue to pursue his investigative reporting career, which PV viewed as

competitive, and win back the affections of disaffected donors and disappointed consumers.<sup>7</sup>

74. On or about February 20, 2023, the PV Board released a statement defaming O’Keefe, falsely claiming that that O’Keefe had engaged in “financial malfeasance” by, among other things, “booking a \$14,000 flight to meet someone to fix his boat.” After the Board passed a resolution requiring O’Keefe to take a two-week leave of absence, it falsely published in its statement that “O’Keefe had skipped a Board meeting”. Multiple Board members and former executives have since admitted the falsity of these statements regarding financial malfeasance, including George Skakel and Dan Strack, who admitted “James did nothing illegal.”

75. On May 10, 2023, PV’s Board members and executives crafted “talking points” to feed influencers and press outlets in an coordinated effort to defame O’Keefe. The “talking points” crafted by PV contained multiple false, defamatory statements. PV fed influencers and press outlets these false “talking points”. Among them:

- a. PV falsely stated that O’Keefe had spent “[\$]200k on a Party to recover 13k Personally” and “[i]n order to recover a \$13k personal deposit, he ended up spending \$200k of organization money.”
- b. “\$12k Helicopter: One-way ride to Maine to get his yacht.”
- c. “Repeated sexual harassment of employees.”

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<sup>7</sup> PV was wrong that O’Keefe posed any competition. PV and O’Keefe’s new reporting company, O’Keefe Media Group, are economically complimentary. They are not competitive substitutes. In other words, consumers of either firm are also likely to consume the information products of the other firm.

- d. "James created a hostile work environment for women. This includes multiple instances of particular cruelty towards individual staffers. He made repeated statements towards female employees that he refused to correct, apologize, and remedy."

76. Armed with these "talking points", what followed was a coordinated smear campaign led by PV and its Board members. PV retained a public relations firm to publicize its defamatory "talking points". Joe Barton, one of PV's Board members, cajoled PV's then-CFO to "cut the damn check" so that the PR firm could continue its work.

77. On August 28, 2023, Karlyn Borysenko published the following on Substack through her 'Decode the Left' platform:

## The True Story of the Implosion of Project Veritas, Part 1: James O'Keefe Burns It Down

An inside view into what really happened



KARLYN BORYSENKO  
AUG 28, 2023



21



23



3

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78. Ms. Borysenko confirmed in her Substack stories and YouTube videos that her work was informed by multiple PV Board members. PV's then Board member John Garvey claims to have diagnosed O'Keefe as a narcissistic sociopath. Ms. Borysenko echoed Mr. Garvey's claims regarding "James's narcissism". Ms. Borysenko used PV's

talking points and claimed that “James felt entitled to use the money he raised in any way he wanted”, an allegation that could only have been made by PV and its Board, since any improper expenditures were known only internally at PV. Similarly, Ms. Borysenko used PV’s talking point to allege that “James terrorized the staff at Project Veritas.” Ms. Borysenko’s reporting is replete with PV’s “talking points” and falsely characterized internal PV information weaponized by PV and its Board to destroy O’Keefe.

79. On September 6, 2023, New York magazine published the following:



80. The Intelligence article broadcast PV’s “talking points”, including the false claim that “the millennial ratf\*\*\*\*r took a \$12,000 helicopter from New York to Maine” to get his yacht and a “\$14,000 chartered flight to get his boat fixed or \$60,000 for what

Project Veritas described as “dance events.”

81. In September 2023, PV leaked its internal audit conducted by Dorsey & Whitney at the Board’s request, which was published by the Washington Post and New York Times. Board member John Garvey has testified that the audit was intended to be private. Despite this, PV shared with prominent press outlets to further defame O’Keefe.

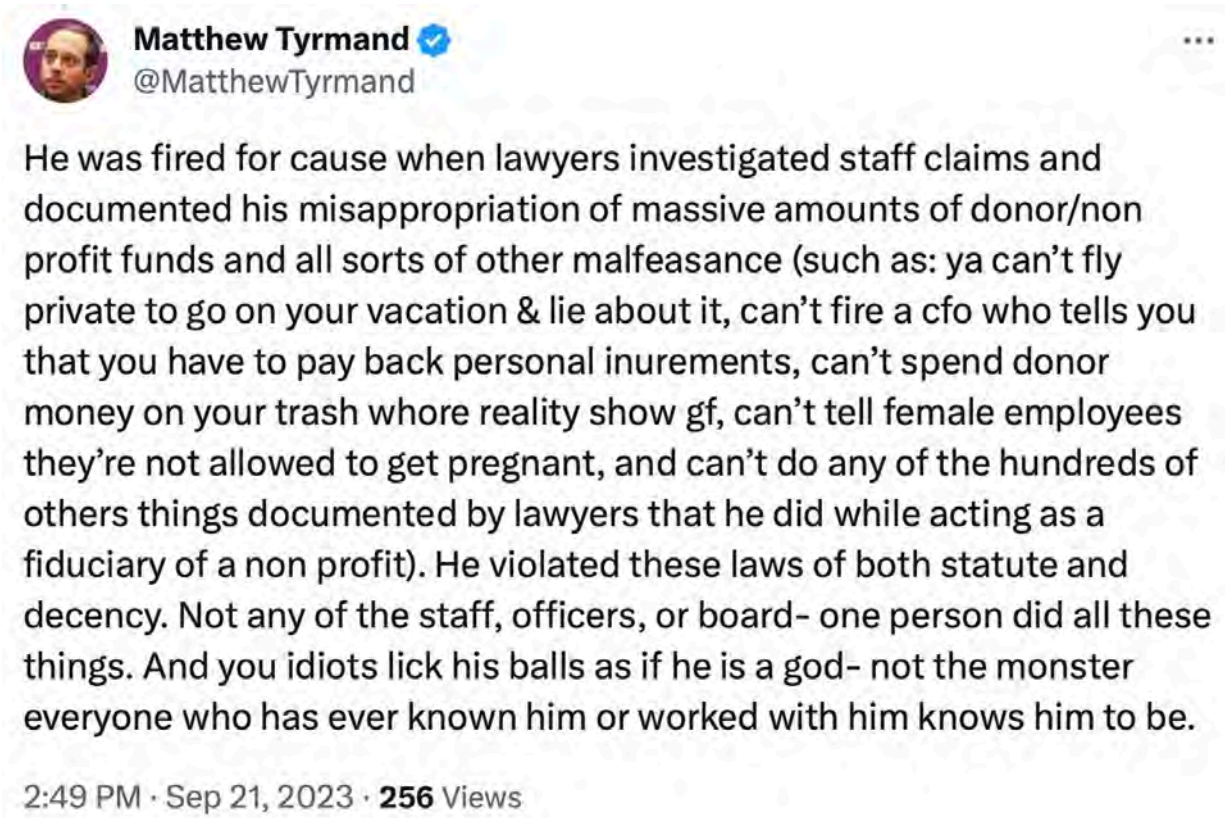
82. Mediaite published PV’s “talking points” and false claims from the internal audit on September 8, 2023, in an article titled “‘We’re Bankrupt’: Leaked Meeting Reveals Project Veritas on Verge of Collapse”, repeating the defamatory claim that O’Keefe used company cash “including \$12,000 to charter a helicopter for a trip to Maine for a saling trip.”

83. Similar articles, fed by PV’s “talking points” and PV’s leak of its internal audit following O’Keefe’s termination, appeared throughout 2023, including articles populated with PV’s “talking points” and defamatory claims in *The Rolling Stone*, *Esquire*, *Business Insider*, *Yahoo News*, and *National Review*.

84. After O’Keefe’s departure, PV operated under the misguided belief that “it” was “now bigger than” James, and if PV could destroy James’s reputation, PV would prosper and return to its previous glory. Tyrmand believed that if he went low enough, the “Board [would not] fail” and his plan would be recognized as the brilliant boardroom coup he had originally conceived.



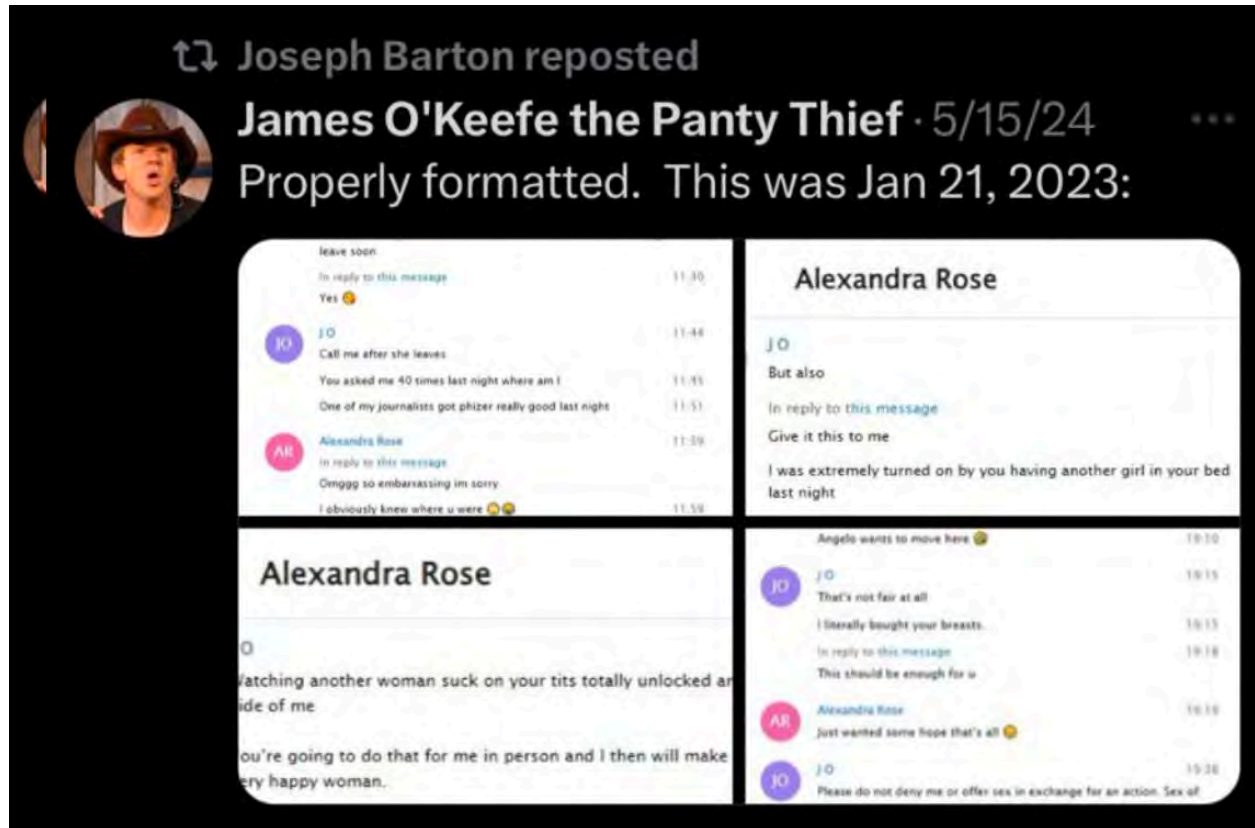
85. For one of many examples, on September 21, 2023, Board Member Tyrmand tweeted this pack of deliberate, intentional lies about O'Keefe, seen by at least 256 persons (not including re-tweets and forwards):



86. Board Member Joseph Barton frequently 'retweeted' (i.e. republished) statements originating on an anonymous account bearing the name of "James O'Keefe The Panty Thief" (the name was designed to appear prominently in Twitter user searches



for “James O’Keefe”). On May 15, 2024, Barton published private (intimate) communications between O’Keefe and his then-girlfriend.



87. Project Veritas admitted it has access to all O’Keefe’s private messages, during the same preliminary injunction hearing where Joseph Barton testified under oath in this case in July 2024.

88. Project Veritas supplied the personal, private messages to ‘James O’Keefe the Panty Thief.’ And, then-Board Member Joseph Barton republished them.

89. Plaintiffs’ intentional public disclosure of O’Keefe’s personal and private messages, which O’Keefe never intended to be made public, which had no public interest and were of no public concern, injured O’Keefe economically and caused him severe

mental and emotional distress, anguish, and humiliation.

90. Plaintiffs' intentional public disclosure of O'Keefe's personal and private messages exhibited extreme and outrageous conduct, going beyond all possible bounds of decency, and was utterly intolerable in a civilized society.

91. Plaintiffs intended to cause O'Keefe emotional distress, or acted with reckless disregard for the likelihood of causing that distress.

92. On May 31, 2023, PV filed its original Complaint (in this action), which is full of defamatory claims against O'Keefe. The First Amended Complaint included most of those same defamatory claims.<sup>8</sup>

93. On or shortly after that date, Project Veritas posted a web page, prominently linked from its home page, titled, "James O'Keefe - Project Veritas' Board of Directors Chronology of Events."<sup>9</sup>

94. The page, open to the public, includes numerous examples of defamation, defamation by implication, and false light defamation. The first example defamed

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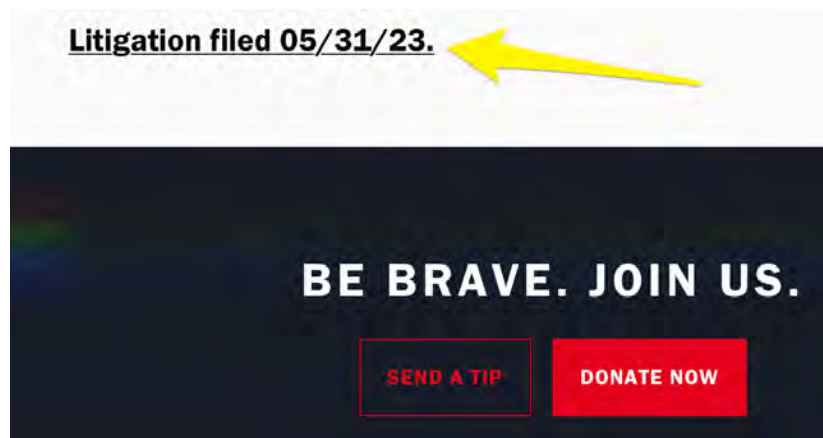
<sup>8</sup> Claims made in court filings are privileged. But Project Veritas used the complaint outside the court context to intentionally republish the defamatory content contained therein.

<sup>9</sup> Available at: <https://www.projectveritas.com/james-okeefes-departure-what-really-happened>. Last accessed August 12, 2024.

O'Keefe and injured his ability to hire future employees, through an obvious falsehood:

- January 31, 2023: Volatile Senior Staff meeting leads to the request for Board intervention to address rampant mistreatment of employees creating a toxic work environment, one individual's perceived consolidated authority to hire and fire employees as well as the implementation of revised guidance around expenditures and third-party payment approval process.

95. Further damaging O'Keefe, PV included a link at the bottom of its web page which leads to a copy of the full original complaint — and all of its defamatory material. The complaint was not linked to the court docket, but was hosted on PV's website.<sup>10</sup>



96. Upon information and belief, the complaint is located on the servers of Contentful, an image-hosting provider, under contract with PV.

97. Since this action was filed on May 31, 2023, PV and its Board have continued to defame O'Keefe, intending to damage his reputation and ability to carry on in his

<sup>10</sup> It is linked through a third-party hosting service. The link leads to this document: [https://assets.ctfassets.net/syq3snmxcl9/2YISTg60tdlV112eV9xJzZ/688c264c5e0853aec40660680e578f39/Project-Veritas-v.-OKeefe-Complaint\\_5-31-23\\_\\_1\\_.pdf](https://assets.ctfassets.net/syq3snmxcl9/2YISTg60tdlV112eV9xJzZ/688c264c5e0853aec40660680e578f39/Project-Veritas-v.-OKeefe-Complaint_5-31-23__1_.pdf). Last accessed August 12, 2024.

chosen profession.

98. PV and its Board members have jumped at any opportunity to defame O’Keefe.

99. When it became obvious to the public that PV was headed towards failure due to Tyrmand’s and the Board’s actions, Tyrmand doubled down and published false claims of O’Keefe’s criminal status. On July 21, 2023, Tyrmand wrote:



100. Likewise, on September 6, 2023, the Washington Post reported on an interview with, Hannah Giles, the then CEO of Project Veritas. Giles falsely characterized O’Keefe as an extravagant spender of PV’s donor-generated funds, implying that O’Keefe had been taking advantage of elderly pensioners. As quoted in the Washington Post:

“If you’re Bobby Axelrod from ‘Billions,’ it’s fine to live like that,” Giles said in an interview with The Post. “When you’re paying your bills from a little old lady’s Social Security checks, we’re going to have problems.”

101. On September 8, 2023, Tyrmand again accused O’Keefe of serious crimes:



102. On September 20, 2023, within hours or days of Project Veritas suspending operations after Tyrmand's and the Board's corporate takeover failed, Tyrmand wrote:





**Matthew Tyrmand** ✓

@MatthewTyrmand

Don't forget @HannahMGiles & @benwetmore! @JamesOKeefeIII put the knife in due to his narcissism, ego, and personal corruption (financial, sexual, and venalities yet to be told...but they shall be;) but Hannah, lowly goat herder that she is, with her strings pulled by her morbidly obese disgraced lawyer Ben Eatmore™ (the personification of atherosclerosis), twisted that knife to finish the job.

But I know 50 PV staffers are following the money trail back to the farm in Round Rock, TX...and the full story will be told on their terms...not by the grifty scumbags cited above. Stay tuned...things gonna get spicy. Did I mention tax liens?;

@IRSnews @TheJusticeDept @SDNYnews @SteveBresnen



**Simon Templar** ✓ @SimonTemplarPV · Sep 20, 2023

James O'Keefe and a bunch of conservative influencers successfully destroyed @Project\_Veritas and put a lot of people out of a job.

Will it rebuild? Will others pick up the torch?

...

[Show more](#)

4:20 PM · Sep 20, 2023 · **3,484** Views

103. On September 25, 2023, Tyrmand again accused O’Keefe of “criminality”:

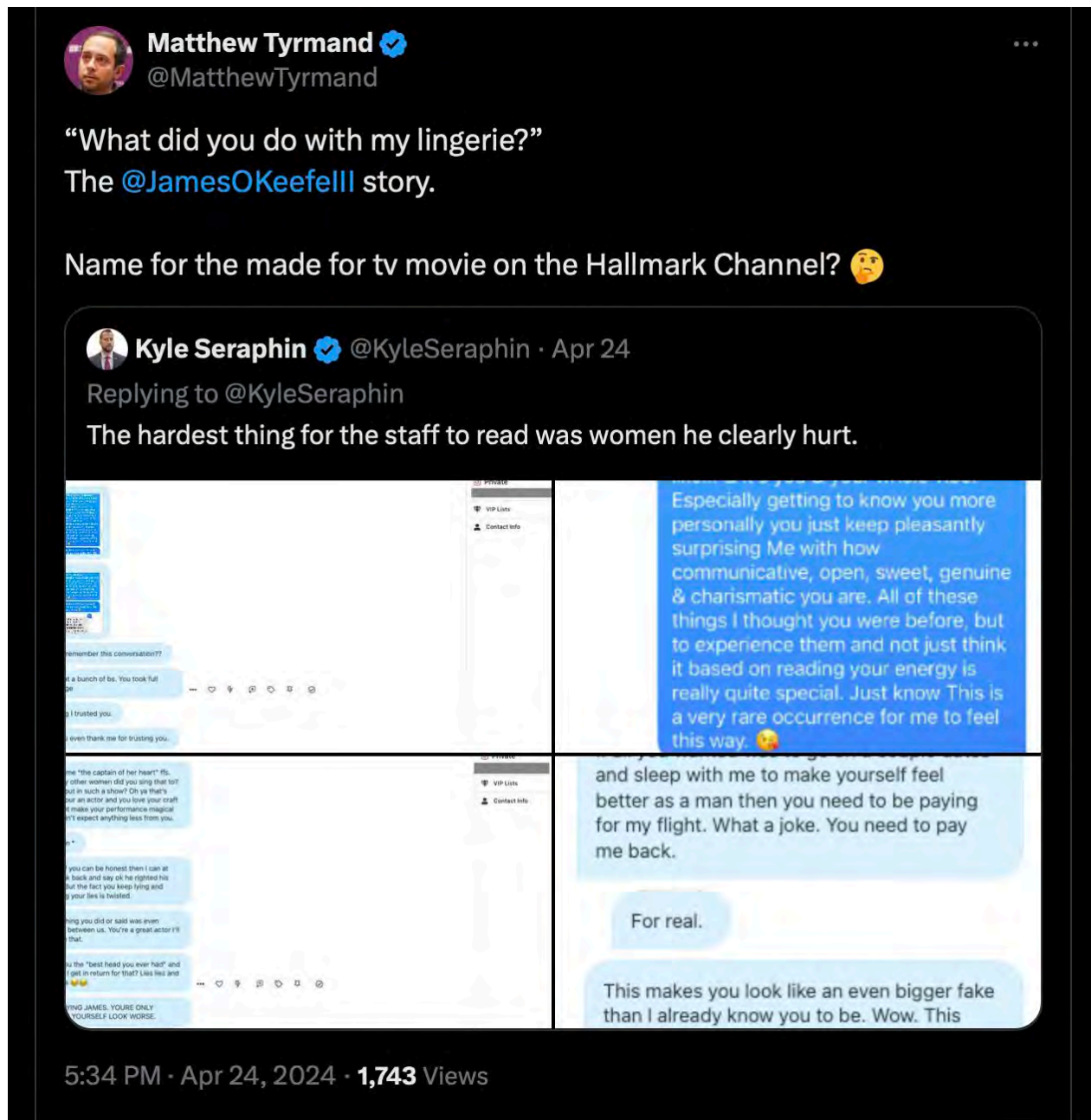




104. On November 1, 2023, Tyrmand leveled blame on O'Keefe and the replacement CEO the Board selected for the destruction of Project Veritas:



105. On April 24, 2024, Tyrmand republished private details of O’Keefe’s personal life:



106. As recently as June 6, 2024, PV Board members Matthew Tyrmand and Daniel R. Strack (“Strack”) appeared on Episode 124 of Dangerous Rhetoric, and published multiple false, defamatory statements. Among them:

- a. Tyrmand on O'Keefe: "[H]e was a theatrical actor, LARPing as a journalist."
- b. Trymand repeatedly referred to O'Keefe as having Asperger's syndrome, referring to O'Keefe as "Mr. Aspergers Narcissist", and at other times referring to O'Keefe's "Aspergers manias". Continuing in this vein, Tyrmand stated: "That's how he was wired. He had this sort of Asperger's, didn't realize the narcissism was that deep. And those things are very weird to me because they're kind of different things. Asperger's and narcissism. Somehow, he's managed to, you know, circle that square. So, I knew we were dealing with some sort of special, beautiful mind."
- c. Trymand: "I'm going to shit on James a lot because he's one of the worst human beings in the history of the world."
- d. Tyrmand on O'Keefe: "[N]ot only was he a narcissistic sociopath driven by his own ego, self-love and the need for adulation, but he was also drug, totally drug addicted."
- e. Tyrmand on the Board's confrontation of O'Keefe at the February 6, 2023 Board meeting, repeatedly accused O'Keefe of criminal conduct: "[L]ike you've caused some problems, you've crossed a Rubicon on spending stuff that's like highly illegal. You know, did illegal spending and then lied about it. Which like compounds the issue, uh, committed outright fraud. I mean, we had a whistleblower

come to us inside the organization who basically said he was guilty of conspiracy and racketeering.”

- f. Tyrmand accused O’Keefe of federal crimes: “[I]t was like, and it was across state lines. So, it's a federal crime. This is black and this is not gray stuff. This is fucking black, right? This is felonious behavior.”
- g. Tyrmand made false claims: “You know, our New York Young Republican Club, all these people hated O'Keefe personally.”
- h. Tyrmand falsely claimed that O’Keefe had tried to get him murdered: “And then he tried to get me murdered.”
- i. Tyrmand intentionally tried to destroy O’Keefe’s reputation and ability to earn a living: “[T]his is a guy who's the biggest fraud I've ever come across. More fraudulent than the fucking lefty dictators, idea collectivists, and fucking central European shitholes that I deal with. Other people, you know, that are on foreign government payrolls. I have never met a bigger fraud than this guy who's willing to knowingly jit up a mob.”
- j. Tyrmand falsely claimed that O’Keefe caused Project Veritas employees to lose their jobs, deflecting from his and the Board’s actions in driving Project Veritas to failure: “[H]e is a fucking cancer on society, and on the right, and deserves to be held in account. He destroyed 70 fucking jobs.”

107. On July 31, 2024, this tirade:



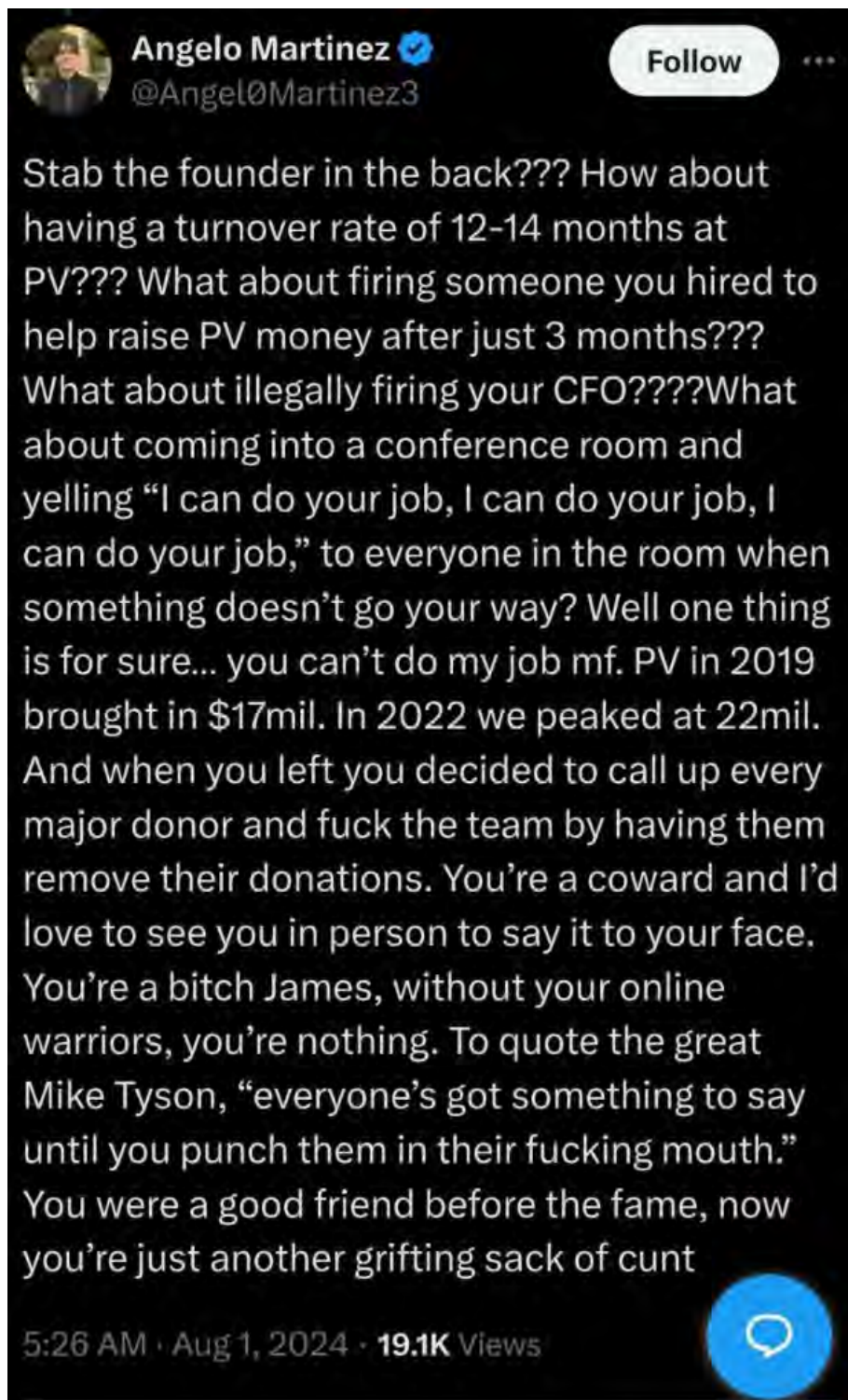
108. And this:



109. PV's defamation continued unabated through 2024 and through the present

day. In August 2024, even after PV had failed in its attempt to secure an injunction prohibiting O’Keefe from contacting donors due to the absence of any evidence that he had done so, PV continued to publish defamatory claims through its employees. Angelo Martinez, a PV employee at the time, posted the following, repeating PV’s false claim that O’Keefe had “called up every major donor” after his separation from PV:





### **Actual Malice**

110. The instances of defamation alleged in this Counterclaim were made with knowledge of the falsity of the statements or with reckless disregard for whether the statements were false.

111. Additionally, they were made with hatred, ill will, and spite and the defendants acted with malicious, wanton, reckless, or willful disregard for OMG/O'Keefe's rights.

112. Multiple instances demonstrate that the motive and intent of PV, the Board, and PV employees were malicious and designed to harm O'Keefe without regard to the truth. These instances included but are not limited to:

a. On multiple occasions Board member Matthew Tyrmand voiced to other Board members and PV employees that he would like to "decapitate" O'Keefe and "carve his heart out and eat it with a spoon" and other statements to similar effect;

b. As provided at paragraph 95(c) above, when Tyrmand appeared on the Dangerous Rhetoric podcast, he expressed the following intention regarding O'Keefe: "I'm going to shit on James a lot because he's one of the worst human beings in the history of the world.";

c. Joseph Barton, who at all times relevant to O'Keefe's defamation claim served on the Board's of PV and/or PVAf, reposted dozens of X posts by either Kyle Seraphin or the anonymous X account "James O'Keefe the Panty Thief" disparaging O'Keefe or his girlfriend and publishing highly personal, private



communications of O’Keefe’s, the purpose of which could only have been to humiliate O’Keefe and damage his reputation;

d. In texts between Tyrmand and Daniel Strack, the former PV Chief Operating Officer, Tyrmand communicated to Strack that another associate of theirs, Kyle Seraphin, was “going to war” with O’Keefe on social media and that Tyrmand was “feeding [Seraphin] tons of stuff” in support of his effort, apparently referring to private, personal communications of O’Keefe’s that Tyrmand had obtained.

#### **Unauthorized Access of Electronic Communications**

113. The defamation campaign against O’Keefe by PV and its Board members ran alongside and relied upon PV’s illegal obtaining of O’Keefe’s private and personal electronic communications in violation of the Communications Storage Act, 18 U.S.C. §§ 2701 et. seq.

114. While working for PV, O’Keefe sent and received certain Telegram, Instagram, text, and email messages which were made via private accounts or phone lines and not PV provided accounts or phone lines. In some cases, these communications included embedded photos or images.

115. All of these materials were created through the provision of an electronic communication service, *i.e.* Telegram, Instagram, email, and text message. At least some of these messages were stored in a facility through which such electronic communication

services were provided, to wit, the servers on which the Telegram messages, Instagram, text messages, and emails were stored.

116. O'Keefe intended these communications to remain private and not be publicly disclosed. O'Keefe never authorized PV or any of its agents or representatives to access, obtain, or disclose any of these private materials.

117. Regardless, PV did access and obtain these materials against O'Keefe's wishes, and then subsequently published a large number of these with the express purpose of embarrassing O'Keefe or harming his reputation.

118. On information and belief, such access was intentional, and, in light of the apparent volume of data harvested and publicly disclosed by PV, could not have been unintentional.

119. On information and belief, PV was able to access O'Keefe's personal and private communications, at least in part, as a result of information on devices PV took possession of after O'Keefe's departure from PV or as a result of passwords of O'Keefe's that had been obtained by PV employees.

120. During the July 29, 2024, evidentiary hearing on PV's request for a temporary injunction in this case, Joshua Hughes, the Informational Technology Director

for PV, admitted under oath that he had accessed O'Keefe's private messages in his official role with PV.

121. Joseph Barton, whose serial defamation of O'Keefe is detailed above, also admitted in his November 7, 2024, deposition in this case that he had accessed O'Keefe's private messages in his official role as a member of the Board of Directors of PV.

122. Mathew Tyrmand also knew of PV's having accessed O'Keefe's private communications and had himself accessed those communications. OMG/O'Keefe have obtained through discovery in this case text messages between Tyrmand and Daniel Strack, the former PV Chief Operating Officer. These texts confirm Tyrmand's knowledge that PV had accessed and taken control of O'Keefe's private Telegram communications. Further, in these texts, Tyrmand communicated to Strack that another associate of theirs, Kyle Seraphin, was "going to war" with O'Keefe on social media and that Tyrmand was "feeding [Seraphin] tons of stuff" in support of his effort. Presumably the "stuff" Tyrmand referred to was O'Keefe's private communications that Tyrmand had obtained without authorization in his role with PV.

123. As Tyrmand had predicted to Strack, Seraphin commenced an onslaught of abusive and embarrassing posts on X regarding O'Keefe in which, on information and

belief, Seraphin revealed the private communications he had been fed by Tyrmand. An example is provided below.

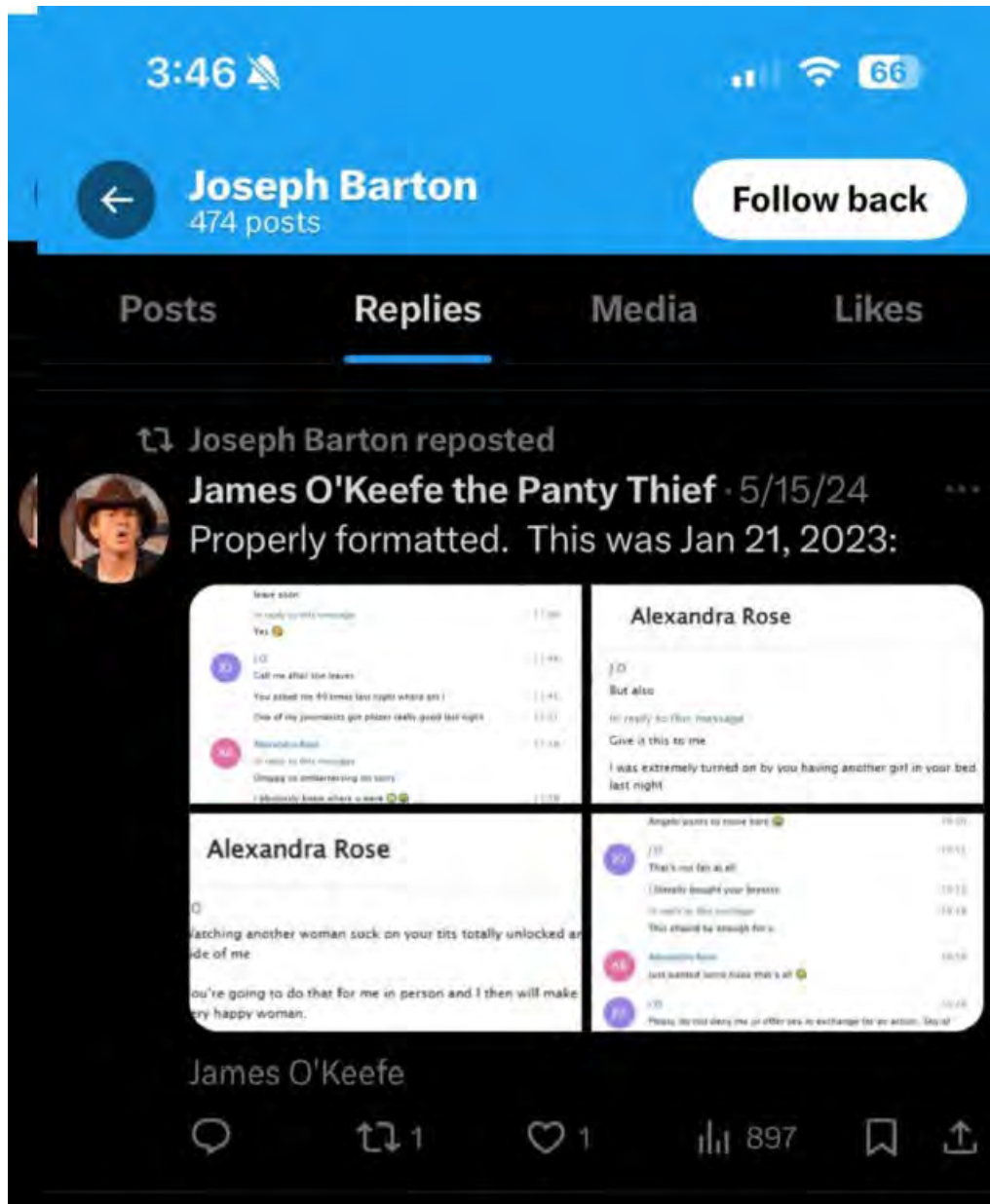


124. The most notorious, salacious, and prolific attacks using O’Keefe’s private communications, however, have come from an anonymous X Account going by the name “James O’Keefe the Panty Thief,” which account on April 27, 2024, celebrated “FLOODGATES OPENING!!! New Data Dump may Take Days to Process.”

125. On information and belief, the “James O’Keefe the Panty Thief” account is controlled by PV, Matt Tyrmand, Joseph Barton, or more than one of these. In his deposition testimony provided in discovery in this case, George Skakel, a former member of the PV Board of Directors testified that he believed the account was controlled by Tyrmand or possibly Barton.

126. Interestingly, Barton regularly reposts on his own X account postings from the “James O’Keefe the Panty Thief” X Account, suggesting a possible dynamic in which Barton supplies the content for the account and then reposts it after it has been published, thereby laundering his own responsibility for and role in the disclosures. Just one of

many examples of Barton reposting from the “James O’Keefe the Panty Thief” account can be seen below.



127. Almost all of the posts regarding O’Keefe from this account (and those of the accounts of Barton and Seraphin) are of no public interest and do not even relate to the dispute between PV and OMG/O’Keefe. Instead, PV’s disclosures focus on salacious details concerning O’Keefe’s private life and his girlfriend, Alexandra Rose, with the goal of embarrassing O’Keefe and harming his reputation.

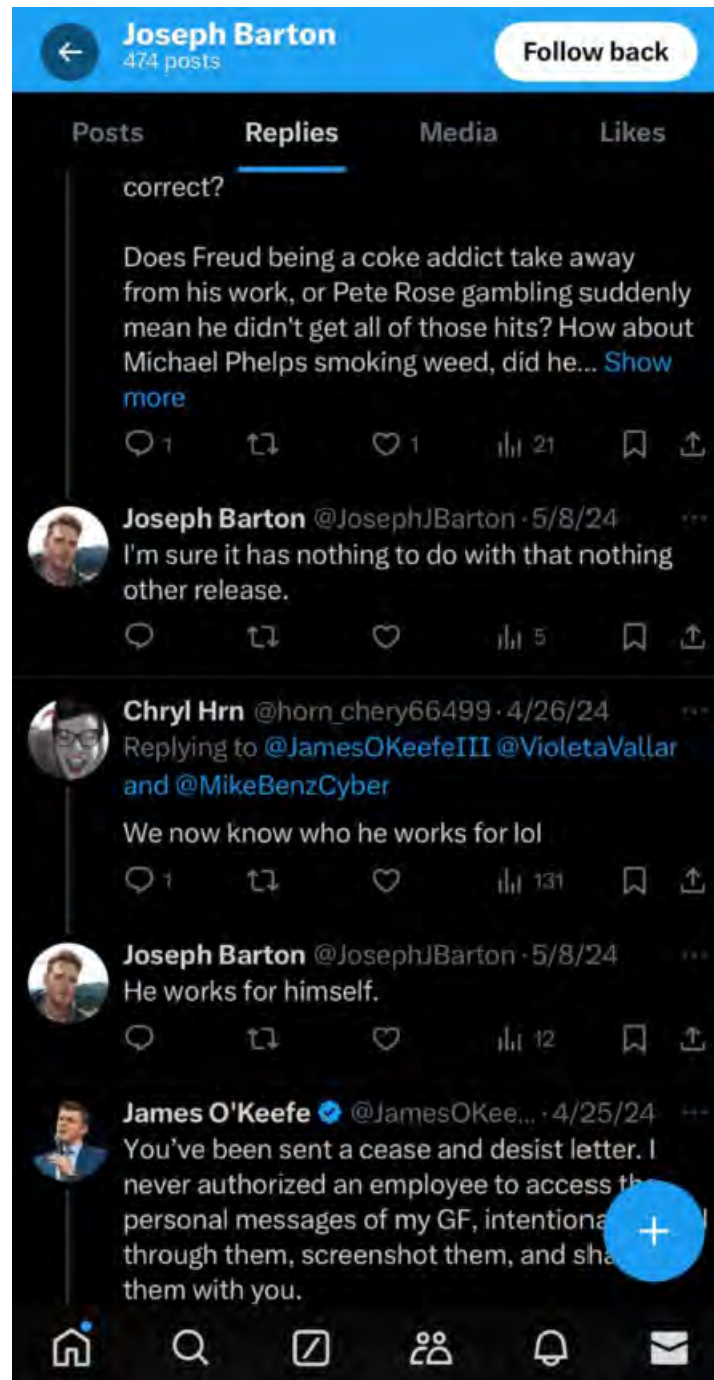
128. Followers of Mr. Barton who read his disparaging posts regularly criticize him for disclosing the private communications of O’Keefe (and his girlfriend), but Barton

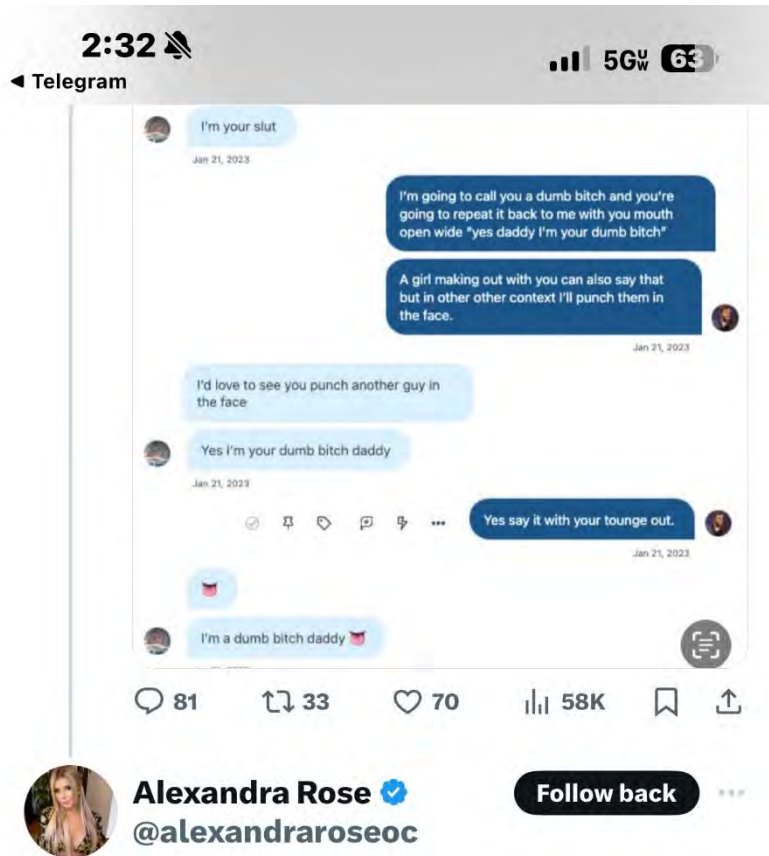


responds to these critiques with disdain, challenging his followers to explain what about his actions could be considered wrong.



129. Indeed, both O’Keefe and Ms. Rose responded to the PV posts, notifying those involved that the posts were a violation of their privacy and appealing them to stop. But Barton’s response was only derision and mockery.





11:10 AM · 4/22/24 · 81 Views

Post your reply





### **O'Keefe's Damages**

130. The Employment Agreement provided O'Keefe an annual salary of \$430,920.00.

131. As the literal face of Project Veritas and its top fund-raiser, it is not speculative that, absent the Board's misconduct, O'Keefe would have remained in his position for the foreseeable future.

132. O'Keefe's replacement position pays him substantially less than he earned under the Employment Agreement.

133. As a result of his constructive termination, O'Keefe was also deprived of other valuable benefits, such as paid time off and health care insurance, provided under the Employment Agreement.

134. As a direct and predictable result of the Board's misconduct, O'Keefe's reputation was substantially injured.

135. O'Keefe's ability to effectively fund-raise for himself or his new company was substantially impaired by several factors directly caused by the Board.

a. Because O'Keefe lacked the resources of a larger investigative organization, some donors who would otherwise have made contributions decided to withhold donations.

b. Because the Board defamed O'Keefe by publicly accusing him of financial impropriety, many donors decided to withhold donations.

c. Because the Board defamed O'Keefe by publicly portraying him as unstable or mentally unwell, many donors decided to withhold donations.

d. Because the Board obtained and disclosed O’Keefe’s private communications in order to embarrass him and harm his reputation, many donors decided to withhold donations.

136. O’Keefe has been damaged by Project Veritas in an amount exceeding ten million dollars (\$10,000,000.00).

137. As a result of the Board’s misconduct, O’Keefe was required to retain counsel to defend himself and protect his rights.

### **Project Veritas and its Donors**

138. PV claims to have a protected donor database of confidential donor names.

139. Some PV donors require anonymity. But for others, perhaps many others, anonymity either provides no value, or they are required to disclose their donor status, or even desire public knowledge of their donor status.

140. Some institutional PV donors are required by applicable law to publicly disclose their donations. For example, in 2020 the Bradley Group gave PV \$6.5 million, which was disclosed on a schedule attached to its Form 990.<sup>11</sup>

PROJECT VERITAS 1214 W BOSTON POST RD MAMARONECK, NY 10543	27-2894856	501(C)3	6,510,825	0.		GENERAL CHARITABLE PURPOSES
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141. Over the years, many smaller and individual donors have posted messages on social media platforms disclosing their donor status, either implicitly or explicitly.

<sup>11</sup> Bradley Group’s 2020 Form 990, available at: <https://www.washingtonpost.com/context/bradley-impact-fund-s-tax-filing-for-2020/edb0bf27-2ee8-43d2-9e2d-c316d308cfba/>.



142. Project Veritas's donors have long been a subject of media interest. Over the years, various stories have been published identifying some PV donors. For example, a headline from BuzzFeed in November 2017:

## Here Are Some Of Project Veritas's Funders

BuzzFeed News has identified more than two dozen donors from around the country who gave money to Project Veritas, the "investigative reporting project" that earlier this week failed to dupe the Washington Post. Some of the donors expressed doubts about the wisdom of the sting. But none said they would end their support for the controversial organization.



**Kendall Taggart**  
BuzzFeed News Reporter

Posted on November 29, 2017 at 8:37 pm

143. The aftermath of O'Keefe's constructive termination produced immediate and predictable donor backlash, with countless PV donors identifying themselves, asserting they *were no longer* PV donors, and promising future support to O'Keefe. For one example (of many), posted mere days following O'Keefe's constructive termination:



**Casey Petersen** @CaseyAPetersen · Feb 20, 2023

[#JamesOKeefelsProjectVeritas](#)

We won't be sending PV any more of our undercover video investigations and we just pulled our monthly recurring **donation**.

Just waiting for [#JamesOKeefe](#) to tell us where to send them.  
[#CaseyAndMykeShow](#)

144. Another example:



**Morals&Mischief** @Charlie56768595 · Feb 21, 2023

After evil corruption @ **project veritas** -

I not only unfollowed on all platforms but I requested my donations return.

I donated after James busted open the Pfizer fraud & this is my 2nd **donation**.

They will not run off with our money.

145. Another example:



146. Following O'Keefe's constructive termination, many donors contacted him directly using his personal cell phone, by email, or by direct message.

147. While some donor names remain private and intentionally confidential, many others are available in the public domain. When combined with donors who contacted O'Keefe directly, Project Veritas cannot identify any allegedly diverted donors, even if the Employment Agreement's covenant restricting all contact with donors were enforceable, which it is not.

#### **FIRST COUNTERCLAIM** **(Breach of Contract – Employment Agreement)**

148. Paragraphs 1 through 147 are realleged as if fully set forth herein.

149. The Employment Agreement constituted a legally binding and enforceable contract between Project Veritas and O'Keefe.

150. Since it was carried out until February 2023, the Parties observed the terms of the Employment Agreement as their normal custom and practice.

151. The Employment Agreement was never modified, and its original terms were binding and enforceable in February 2023.

152. Up and until the meeting convened by the Board on February 6, 2023, O'Keefe performed pursuant to the Employment Agreement and fulfilled his obligations under the terms of the Employment Agreement.

153. The Board materially breached the Employment Agreement on February 6, 2023, when it stripped O'Keefe of the ability to travel, fund-raise, or supervise employees, placed him on two-week's paid leave, and frustrated his ability to perform under the contract.

154. The Board materially breached the Employment Agreement again on February 10, 2023, when it stripped O'Keefe of the compensation guaranteed under the Employment Agreement, placed him on *indefinite* leave, imposed an extra-contractual mental-health treatment as an implied condition to receive pay, and frustrated his ability to perform under the contract.

155. The Board's breaches proximately and directly damaged O'Keefe.

156. Project Veritas is liable for all acts performed by the Board.

**SECOND COUNTERCLAIM**  
**(Defamation)**

157. Paragraphs 1 through 147 are realleged as if fully set forth herein.

158. Plaintiffs, by and through their agents, systematically defamed Defendant O'Keefe.

159. The statements reproduced above in paragraphs 74, 75, 77-80, 82, 83, 85, 92-95, 99, 100-104, and 106-109 were false.

160. The statements contained in the aforementioned paragraphs were

published or otherwise communicated to third parties by PV and its Board.

161. The aforementioned statements were made without authorization and were not privileged.

162. PV and its Board members acted negligently, at minimum, in regards to the truth or falsity of their statements.

163. The Plaintiffs acted in concert and aided and abetted each other.

164. The Plaintiffs acted willfully, recklessly, and intended to harm O'Keefe.

165. The instances of defamation alleged in this Counterclaim were made with knowledge of the falsity of the statements or with reckless disregard for whether the statements were false.

166. The instances of defamation alleged in this Counterclaim were made with hatred, ill will, and spite and the defendants acted with malicious, wanton, reckless, or willful disregard for the OMG/O'Keefe's rights.

167. PV and its Board members, employees, and agents acted with actual malice in defaming O'Keefe.

168. The direct and predictable result of the Plaintiffs' defamation of O'Keefe was great injury to his financial condition, reputation, relationships, and future economic prospects.

169. The aforementioned statements caused O'Keefe special harm and/or amounted to defamation per se, in that PV and its Board charged O'Keefe with serious crimes and the statements adversely reflected on O'Keefe's fitness to conduct his business or profession.

170. Because PV's and its Board's statements amounted to defamation per se, damages are presumed.

**THIRD COUNTERCLAIM  
(Publication of Private Facts)**

171. Paragraphs 1 through 147 are realleged as if fully set forth herein.

172. Project Veritas had access to several of O'Keefe's personal, *private* (non-public) messaging accounts, including his Telegram and Apple iMessage accounts.

173. After constructively terminating O'Keefe, Project Veritas accessed his private messaging accounts without O'Keefe's permission. Project Veritas then went further, and published O'Keefe's private messages without his consent.

174. Project Veritas published personal and private communications of an intimate nature, by providing them to wrongdoers for that express purpose, including but not limited to the Twitter Account "James O'Keefe The Panty Thief."<sup>12</sup> In doing so, PV published matters concerning O'Keefe's private life.

175. The publication by PV of O'Keefe's private messages was highly offensive to a reasonable person.

176. O'Keefe's private communications were communicated to the public at large, or were communicated to a sufficient number of people to make it substantially certain that the information would become public knowledge.

177. The disclosure of O'Keefe's private messages was a gross violation of

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<sup>12</sup> Upon information and belief, the "James O'Keefe the Panty Thief" Twitter account is controlled and/or managed by PV or its agents.

O'Keefe's privacy and highly offensive to a reasonable person.

178. The disclosed messages had no legitimate public concern. Plaintiffs shopped O'Keefe's private messages to media platforms like Rolling Stone, which refused to publish them. In other words, the messages were not newsworthy and were not of public interest or public concern.

179. Plaintiffs' conduct in disclosing O'Keefe's private messages was especially egregious, malicious, and reckless.

180. The wrongful disclosure of O'Keefe's private messages injured his ability to raise funds to support his occupation, causing financial harm. The disclosures substantially harmed O'Keefe's reputation. The disclosures involved private and intimate information, causing O'Keefe to experience severe emotional distress, mental anguish, and humiliation.

181. Plaintiffs knew and intended that the injuries to O'Keefe would be, and were, a direct, proximate, and predictable result of publicly disclosing O'Keefe's private information.

**FOURTH COUNTERCLAIM**  
**(Intentional Infliction of Emotional Distress)**

182. Paragraphs 1 through 147 are realleged as if fully set forth herein.

183. Plaintiffs intentionally inflicted severe emotional distress on O'Keefe by deliberately humiliating him in front of the PV staff to create an unbearably hostile work environment and force O'Keefe to resign.

184. Plaintiffs intentionally inflicted severe emotional distress on O'Keefe by

publicly disclosing his personal messages, which they obtained and used without O’Keefe’s permission.

185. Plaintiffs’ extreme and outrageous conduct did, in fact, inflict severe emotional distress, anguish, and humiliation on O’Keefe.

186. The wrongful disclosure of O’Keefe’s private messages caused some donors to withhold donations. It also caused O’Keefe substantial personal embarrassment, making it impossible for O’Keefe to raise funds from certain donors, causing financial harm. It also caused damage to O’Keefe’s personal and professional relationships.

187. Plaintiffs knew and specifically intended that the injuries to O’Keefe would be, and were, the direct, proximate, and predictable result of publicly disclosing O’Keefe’s private information in their attempt to inflict emotional distress on O’Keefe.

188. In the alternative, Plaintiffs’ wrongful disclosure of O’Keefe’s personal messages demonstrated, at a minimum, disregard of the substantial probability of causing O’Keefe severe emotional distress.

189. Plaintiffs’ conduct caused O’Keefe financial, emotional, and reputational harm, and just as the Plaintiffs intended, severe emotional distress.

**FIFTH COUNTERCLAIM**  
**(Declaratory Judgment – Donor Non-Solicitation Clause)**

190. Paragraphs 1 through 147 are realleged as if fully set forth herein.

191. The Employee Agreement includes a provision purporting to restrict O’Keefe from contacting any “donor or prospective donor” at anytime, anywhere, in any



manner, for an infinite amount of time (the “Donor Non-Solicitation Clause”).<sup>13</sup>

192. Defendant O’Keefe is currently subject to the Donor Non-Solicitation Clause,<sup>14</sup> and Plaintiffs continue to claim that the covenant is enforceable against Defendant O’Keefe.

193. Plaintiffs have no legitimate business interest in enforcing the Donor Non-Solicitation Clause.

194. In fact, Plaintiffs themselves are legally prohibited from soliciting donations in thirty-five states – including *New York* – and the District of Columbia, as indicated on Plaintiffs’ website.<sup>15</sup>

Project Veritas does not, and makes no effort to, solicit donations from residents in Washington DC, MS, NC, CO, LA, WV, NC, CO, ME, OK, SC, OH, ND, NH, NV, KY, VA, OR, MI, FL, NY, CA, PA, MA, MI, CT, TN, MD, RI, NM, AR, NJ, WI, WA, IL, GA.

195. The Donor Non-Solicitation Clause is overbroad, lacks business justification, cannot be remedied by judicial modification, and is unenforceable.

196. The Donor Non-Solicitation Clause is also unenforceable as a practical matter, as the term “donor” is undefined in the Employment Agreement and is unworkably imprecise, many donors’ identities are already of public record, and Project Veritas cannot identify a discrete group of “donor[s] or prospective donor[s]” that would

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<sup>13</sup> The Donor Non-Solicitation Clause is located at Paragraph 17 of the Employment Agreement.

<sup>14</sup> In July 2024, this Court denied Plaintiff’s motion for a preliminary injunction, finding among other things that it was substantially likely the Donor Non-Solicitation Clause was unenforceable and unsalvageable.

<sup>15</sup> Last accessed on August 13, 2024, at: <https://www.projectveritas.com/donate>. Scroll to the bottom of the page.

be subject to the restriction in the first place.

197. As the Plaintiffs' First Amended Complaint evidences, there is an actual, genuine, substantial, and justiciable controversy between the Parties regarding the enforceability of this restrictive covenant, and Defendants seek declaratory relief in good faith and not out of mere curiosity.

198. Declaratory relief is necessitated by the need to avoid the significant and imminent harm that would result from the Donor Non-Solicitation Clause's enforcement.

199. The enforcement of the Donor Non-Solicitation Clause would cause Defendants substantial harm, including but not limited to the loss of current and future employment opportunities and substantial, negative financial impact to O'Keefe and OMG, and would unduly restrict Defendants' ability to engage in otherwise lawful activities within the field of investigative journalism and associated fundraising and business operations.

200. Defendants face current legal action by Plaintiffs regarding the Donor Non-Solicitation Clause. The declaratory relief sought here would have a direct and immediate impact on the rights of the parties involved.

201. Defendants respectfully request that the Court enter a declaratory judgment finding that the Donor Non-Solicitation Clause is unenforceably broad, and that Defendants are not bound by its terms.

**SIXTH COUNTERCLAIM**  
**(Declaratory Judgment – Employment Agreement, Generally)**

202. Paragraphs 1 through 147 are realleged as if fully set forth herein.

203. In contrast to the Donor Non-Solicitation Agreement, the Employment Agreement’s “Employee Non-Solicitation” provision (the Non-Solicitation of Project Veritas Employees or Contractors at paragraph 16 of the Employment Agreement) is limited in time, expiring by its terms 12 months following O’Keefe’s termination.

204. The Employment Agreement was an at-will contract, allowing either party to terminate the employment relationship, but it specified particular remedies and actions permissible under the contract.

205. Plaintiff’s unilateral action in placing Defendant O’Keefe on indefinite unpaid leave on February 10, 2023, and imposing other extra-contractual conditions, constituted a material breach of the Employment Agreement, as it imposed conditions not agreed to by Defendant O’Keefe and not allowed under the contract.

206. As a result of this material breach, the restrictive covenants contained in the Employment Agreement, including the 12-month Employee Non-Solicitation provision, are unenforceable against Defendant O’Keefe.

207. Furthermore, the Employment Agreement does not contain any “savings” language that could preserve any of the covenants included therein after a prior breach by Employer.<sup>16</sup>

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<sup>16</sup> Such savings clauses are common but were not included in the Employment Agreement. An example of such a clause: “Notwithstanding any termination of this Agreement for any reason, including

208. When Plaintiff breached the Employment Agreement on February 10, 2023, the agreement terminated, and O'Keefe was relieved of all further obligations under the Employment Agreement, including but not limited to forward-looking restrictive covenants like the Employee Non-Solicitation Provision.

209. An actual, genuine, and justiciable controversy exists between the Parties as Plaintiffs have asserted, and will continue to assert, the enforceability of the 12-month Employee Non-Solicitation provision, creating an actual need for judicial determination.

210. The declaratory relief sought here will have a direct and immediate effect on the rights of the Parties involved in this action.

211. Defendant O'Keefe seeks a judgment from this Court declaring that (1) Plaintiffs' imposition of "indefinite unpaid leave" and other extra-contractual terms on Defendant O'Keefe constituted a material breach; and (2) the entire Employment Agreement, and particularly the 12-month Employee Non-Solicitation provision, is unenforceable due to Plaintiff's prior material breach.

**SEVENTH COUNTERCLAIM**  
**(Breach of the Duty of Good Faith and Fair Dealing)**

212. Paragraphs 1 through 147 are realleged as if fully set forth herein.

213. The Employment Agreement was at-will but provided certain protections and benefits to Defendant O'Keefe, including agreed-upon remedies in the event of disputes or termination.

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Employer's breach, the restrictive covenants contained in Sections X, Y, and Z of this Agreement shall remain in full force and effect for the duration of the period specified therein."

214. The Employment Agreement contained an implied covenant of good faith and fair dealing, which obligated each party to act reasonably prudently to ensure the other party received the benefits of the contract.

215. The implied covenant of good faith and fair dealing in O'Keefe's Employment Agreement prohibited the Plaintiffs from doing anything that could destroy or injure O'Keefe's right to receive the benefits of the contract.

216. On February 10, 2023, Plaintiffs placed Defendant O'Keefe on "indefinite unpaid leave," a remedy not provided for under the Employment Agreement and not contemplated by the Parties.

217. By placing Defendant O'Keefe on indefinite unpaid leave without contractual justification, Plaintiffs materially deprived O'Keefe of the compensation, employment stability, fruits of his efforts, and professional opportunities that were the expected benefits of the Employment Agreement.

218. Plaintiffs' conduct in placing Defendant on indefinite unpaid leave, without any contractual basis or justification, was done in bad faith, and deprived Defendant of the benefits of the Employment Agreement, thereby breaching the covenant of good faith and fair dealing.

219. Plaintiffs further breached the covenant of good faith and fair dealing by attempting to force mental health treatment on O'Keefe as a condition for him to receive compensation, to be reinstated as CEO, and to have the duties, responsibilities, and authority bargained for under the contract returned to him. These actions were in bad faith and undermined the contract's agreed-upon objectives.

220. O'Keefe, or any reasonable person in O'Keefe's position as a promisee under the contract, would be justified in understanding that the Plaintiffs could not unilaterally impose extra-contractual provisions never contemplated by the Parties as pre-conditions for O'Keefe to remain employed, receive compensation, and carry out his duties as CEO.

221. Plaintiffs also breached the covenant of good faith and fair dealing by intentionally frustrating O'Keefe's ability to perform his job duties, thereby undermining the mutual consideration that formed the basis of the agreement.

222. Plaintiffs' action in placing Defendant on indefinite unpaid leave and imposing other extra-contractual conditions without contractual basis or justification constituted an intentional frustration of the consideration underlying the Employment Agreement. By preventing Defendant O'Keefe from performing his duties, Plaintiffs deprived Defendant O'Keefe of the benefits of the Employment Contract, including compensation and professional opportunities, thereby breaching the covenant of good faith and fair dealing.

223. Plaintiffs' conduct undermined the fundamental objectives of the Employment Agreement, deprived O'Keefe of the expected benefits of the contract, and frustrated Defendant O'Keefe's ability to perform his contractual obligations. By placing Defendant on indefinite unpaid leave and imposing unreasonable conditions on O'Keefe's ability to continue performing under the contract, Plaintiffs effectively prevented Defendant O'Keefe from fulfilling his duties under the Employment Agreement, thereby impairing Defendant O'Keefe's ability to earn compensation and

other benefits. This intentional interference with Defendant O’Keefe’s job performance was a further breach of the covenant of good faith and fair dealing.

224. As a direct and proximate result of Plaintiffs’ breach of the covenant of good faith and fair dealing, Defendant O’Keefe has suffered damages, including but not limited to loss of income, damage to professional reputation, and emotional distress.

**EIGHTH COUNTERCLAIM**  
**(Breach of Fiduciary Duties)**

225. Paragraphs 1 through 147 are realleged as if fully set forth herein.

226. O’Keefe founded and made Project Veritas successful, growing to a point at which it became necessary and prudent to bring in a Board. The Board of Project Veritas undertook a fiduciary duty to advise O’Keefe and guide Project Veritas towards further success.

227. O’Keefe’s success also made possible and justified the organization of Project Veritas Action Fund to allow fundraising and political activities. Project Veritas Action Fund had a separate Board who undertook a fiduciary duty to advise O’Keefe and guide Project Veritas Action Fund towards further success.

228. O’Keefe placed special trust and confidence in the Boards of Project Veritas and Project Veritas Action Fund.

229. The Plaintiffs, through their Boards, committed gross misconduct through their actions of February 2023, driving both entities to failure – frail remnants of what they once were, limping along.

230. In addition to the factual allegations incorporated into this Eighth



Counterclaim, the Plaintiffs' misconduct was demonstrated by their gross disregard for the consequences of their actions in terminating O'Keefe, and even when challenged by O'Keefe and others, the Plaintiffs acted recklessly in removing O'Keefe without a plan to handle the predictable public backlash, precipitous drop in donations, and irretrievable damage to Project Veritas's reputation by the public battle waged by the Boards against O'Keefe.

231. The Plaintiffs, through their misconduct and breaches of their fiduciary duties, directly and proximately caused damage to O'Keefe.

232. As a direct and proximate result of Plaintiffs' breach of fiduciary duties, O'Keefe has suffered damages, including but not limited to loss of income, loss of the enterprise value of the organizations he built, damage to his professional reputation, and emotional distress.

#### **NINTH COUNTERCLAIM** **(Stored Communications Act)**

233. Paragraphs 1 through 147 are realleged as if fully set forth herein.

234. Following O'Keefe's departure from Project Veritas in February 2023, Project Veritas intentionally accessed, without authorization or in excess of authorization, a facility through which an electronic communication service was provided.

235. PV in so doing obtained or altered a wire or electronic communication while it was in electronic storage, specifically, O'Keefe's private communications, in violation of 18 U.S.C. §§ 2701 et seq.

236. Project Veritas, through its unauthorized access of O'Keefe's private electronic communications in violation of SCA, and by its subsequent widespread dissemination of those communications with intent to harm O'Keefe, directly and proximately caused damage to O'Keefe.

237. As a direct and proximate result of Plaintiffs' violation of SCA, Defendant O'Keefe has suffered damages, including but not limited to loss of income, loss of the enterprise value of the organizations he built, damage to his professional reputation, and emotional distress.

#### **PRAYER FOR RELIEF**

WHEREFORE, Defendants O'Keefe and OMG pray for the following relief:

- A. A declaration the Donor Non-Solicitation Clause is unenforceable;
- B. A declaration that Plaintiffs' imposition of "indefinite unpaid leave" on Defendant O'Keefe constituted a material breach of the Employment Agreement;
- C. A declaration the entire Employment Agreement, including but not limited to the Employee Non-Solicitation Covenant, was and is unenforceable following Plaintiffs' prior breach;
- D. Judgment against Plaintiffs for Defendants' compensatory, consequential, special, and punitive damages in an amount to be determined at trial;
- E. An award of costs and expenses incurred in defending against Plaintiffs' claims and bringing these Counterclaims, including reasonable attorneys' fees; and
- F. Such other and further relief as the Court deems just and proper.

Dated: July \_\_, 2025.



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*Counsel for Defendants and Counterclaim  
Plaintiff O'Keefe and OMG*

**CERTIFICATE OF SERVICE**

I hereby certify that I filed the foregoing document (including any attached exhibits and documents) electronically with the Clerk of the Court using CM/ECF on July \_\_, 2025, which served same electronically upon all counsel of record.

/s/ Nicholas P. Whitney  
Attorney

## EXHIBIT A

Project Veritas - Board Meeting  
February 06, 2023

TRANSCRIPTION OF BOARD MEETING

IN RE: PROJECT VERITAS

February 6, 2023

Stenographically Transcribed Audio Recording By:  
Shelby Rosenberg, Florida Professional Reporter

Job No.: 339999

1 Thereupon,  
2 the following proceedings were transcribed from an audio  
3 recording:

4 SPEAKER: He spoke with my wife on a number of  
5 occasions, she's just a lot smarter than me. I will  
6 say that unequivocally. She's a PhD IV League  
7 clinical psychologist and I can [indiscernible]  
8 brilliant. She's the voice of reason in my head.  
9 This is somewhat personal, but I think a lot of you  
10 know my own history from 35 years ago to today in  
11 certain ways. [Indiscernible].

12 SPEAKER: Thanks. I want to say something,  
13 because James has told me -- we meet 12 years ago, I  
14 think it was originally at restoration weekend, and  
15 really early on, it seems like maybe a  
16 [indiscernible] or her typical event, he had the  
17 young lady who I [indiscernible] called the hooker,  
18 who's anything but a hooker, and that was such a  
19 great video with grandmothers's fur coat, and I  
20 thought [indiscernible] over-the-top things, and  
21 James and I -- James was an extremely intimate  
22 friend, as has been alluded to. I was a very good  
23 friend of [indiscernible]. We became friends on a  
24 couple of cruises where we had a lot of time  
25 together, and I last saw Andrew two weeks before he

1 died at [indiscernible] and we hung out for a couple  
2 days together. I went with him on an evening to see  
3 all of the kids that do things in their mom's  
4 basements. He was like the superstar of the  
5 bloggers.

6 And this is a long time ago -- but it was also  
7 2012 -- Andrew was 43, he died two weeks later, and  
8 he was a much larger-than-life character who leaves a  
9 void in our landscape, and James is similar, but  
10 larger-than-life characters had a historical imprint  
11 forever as we all know it.

12 My words are kind of redundant, but created,  
13 and to a large extent, the journalists, and has been  
14 voiced to having one [indiscernible], within the  
15 organization and indeed some without. But I have  
16 great affection for James. We have a whole lot of  
17 stuff in common, plus we [indiscernible], fans of  
18 [indiscernible], [indiscernible]. I loved turning  
19 [indiscernible] on his head and catching people doing  
20 things on the left that are expressly contrary to  
21 their expressed values, and in short, shining a lot  
22 of truth on things and some [indiscernible].

23 So there's a lot of things I could say, but I  
24 just wanted to give you a little bit of background.  
25 My own background, I've been on [indiscernible]



1 nonprofit that I had actually -- don't think about  
2 them, one of them that seems germane for what we're  
3 going through today. I was for a decade on -- I was  
4 [indiscernible] representative from the  
5 [indiscernible] in the Milstein Board, the Milstein  
6 Center for Corporate Governments, and the people  
7 adjacent to me and the names included Henry Kissinger  
8 and John Bocal who founded Vangarden. And that's  
9 pulling one of the more on point more relevant things  
10 in my background that I was pulling, only non  
11 [indiscernible], non billionaire on the board, and  
12 I've been on some other organizations where there's  
13 20 or 30 billionaires. It's still a group far less  
14 than 100, like the [indiscernible] Congress. So that  
15 sort of thing doesn't really -- everybody puts their  
16 pants on one leg at a time.

17       Anyway, I don't know if I went into those  
18 things, but I think it's because I've had some -- my  
19 interpretation is a little bit patronizing and/or  
20 condescending criticism, and that's maybe my  
21 misinterpretation from people that don't know the  
22 caliber of people we have on our board. And I have  
23 extreme, much higher regard for everybody else on the  
24 board than my own background. Thanks.

25       SPEAKER: You have a great background and you

Project Veritas - Board Meeting  
February 06, 2023

Page 5

1 are [indiscernible]. Everywhere I go, I see you.

2 SPEAKER: You, too. You're ubiquitous.

3 SPEAKER: I'm not going to give a big

4 contemporaneous speech, because I think everyone here

5 knows me. I love this organization. James and I

6 have been [indiscernible] of journalism for many,

7 many years. I've been actively engaged in trying to

8 help him every which way I can and help the employees

9 [indiscernible]. It's the greatest team I've ever

10 seen assembled. This team, this organization moves

11 mountains, and we do what we can do and adhere to a

12 very rigorous set of core values. And I think the

13 practice of this meeting is to discuss some of

14 [indiscernible] that have [indiscernible] the

15 circumstances in terms of [indiscernible] here today,

16 unfortunately, but we do have to have some very

17 important conversations, and I will defer to Stephan.

18 I did send a letter to the board members and

19 officers from current employees outlining some of

20 their [indiscernible] and challenges in the

21 organization today, and I hope everyone got a chance

22 to read it. I did not float it to observers, I did

23 not think that was appropriate at this time.

24 Stephan, I will defer to you if we should read

25 it into the minutes or just say it's there. It is a

1 rather long letter penned by 20 or so of the  
2 employees [indiscernible], and they voice a lot of  
3 things they have with the management structure, the  
4 organization. So we are going to obviously be  
5 talking about management structure. That's the  
6 reason for this meeting, why we called it. So it's  
7 very appropriate to hear from employees and officers.  
8 And if, Stephan, you think it's appropriate, I will  
9 lead that letter. If not, I'm happy not to. It's  
10 easy to read and it's arduous. But we certainly do  
11 need to hear from officers initially, Dan, the COO,  
12 and Tom, eventually, and that would be an executive  
13 session. So Stephan, I'll defer to you a little bit  
14 on the procedural process so that we're totally  
15 compliant.

16 SPEAKER: So appropriate -- legally we can and  
17 probably one of my recommendations is we can make  
18 sure that we enter it as an exhibit to the  
19 [indiscernible] and circulated to board members. I  
20 think that would be appropriate so the board can  
21 discuss whatever the board wants to discuss germane  
22 to that issue, but you don't need to read it in its  
23 entirety, especially because you shared it with the  
24 board members, because we can attach it to minutes as  
25 a full exhibit.

1 SPEAKER: Is there a way to read some highlight  
2 excerpts from that? Because just to -- because we  
3 have auditors and we want them to be more informed of  
4 that.

5 SPEAKER: Stephan, if you want, if you think  
6 it's appropriate, I can preamble without reading  
7 citations of anecdotal experience and [indiscernible]  
8 experience.

9 SPEAKER: Yeah. I would say, honestly, I have  
10 some concerns -- I don't know what you're planning on  
11 reading, but there might potentially be issues  
12 pertaining to potentially legal implications, legal  
13 advice, privacy issues. I'd rather --

14 SPEAKER: So you'd have to redact names.

15 SPEAKER: The board members [indiscernible] the  
16 experiential evidence of what they suggest or allege  
17 is all anonymous. It's a composition or  
18 [indiscernible] of concerns from employees and their  
19 experiences. I can read the preamble just so that  
20 observers have an understanding that the employees  
21 are upset and they don't feel heard --

22 SPEAKER: I think that's maybe an initial  
23 middle ground. I think there are some passages  
24 within it that are germane to shedding more light on  
25 something under discussion or more information. I

1 think that would be good.

2 SPEAKER: The employees came together over the  
3 last two days for Thursday night's event, termination  
4 of a formal officer and a senior level employee, and  
5 they are putting their feelings on paper. I will  
6 just read without the anecdotes, as we will have  
7 employees discussing their experiences given the  
8 [indiscernible].

9 SPEAKER: I apologize. Can we move to move to  
10 the management discussion at this point in the  
11 meeting?

12 SPEAKER: No.

13 SPEAKER: I think we need to stick to the  
14 agenda. Actually, I think we're on number six on the  
15 agenda. Can we stick with that?

16 SPEAKER: Number six of the agenda -- yeah, I  
17 believe that we can have a positive and honest  
18 conversation about management until we hear what the  
19 employees have to say is their experience with  
20 management.

21 SPEAKER: I wholeheartedly endorse that view.  
22 I think that we have a mis-ordering [indiscernible].  
23 We should have adjusted that part of the meeting, but  
24 I would move to shift number six to after this  
25 discussion at this time.

1 SPEAKER: I would suggest that discussion is  
2 needed before we can address number six before number  
3 seven [indiscernible] for hiring and terminating  
4 officers.

5 SPEAKER: As appointed lawyer, if I can make a  
6 quick point of order. You have a motion, which  
7 number six is a motion to restructure, and then  
8 there's discussion on that motion and then there's an  
9 action or there's not an action on the original  
10 motion.

11 SPEAKER: Well, I know you're a parliamentary  
12 expert, which I'm not. Joe, I think that's very  
13 valuable, that was a consideration in adding you, is  
14 there a way to change the order of the agenda within  
15 the meeting itself? If not, I'd say that's kind of a  
16 legalistic arbitrary [indiscernible] if we can't  
17 shift the order of the agenda during the meeting.

18 SPEAKER: I think I will make the motion to  
19 revise the reported structure of the company, and  
20 then -- just so we can talk about it -- and then we  
21 can defeat the motion if we want or we can work on it  
22 -- we can --

23 SPEAKER: I'm just going to tell you right now,  
24 I'm predisposed to tabling it.

25 SPEAKER: Then we can't have a discussion for

1 number six.

2 SPEAKER: Can we defer the discussion for

3 number six until after we have information?

4 Information first, decision later.

5 SPEAKER: [Indiscernible] it's a motion, it's

6 discussion, and then it's decision.

7 SPEAKER: Okay. Well, Joe, Matt, and I are

8 trying to say, and I don't know if George

9 [indiscernible] have heard, and James understood

10 this, we -- Matt and I have an extremely strong

11 feeling that we need to have testimony and

12 information prior to any structural decisions or even

13 proposals.

14 SPEAKER: I agree, that would be part of the

15 discussion phase.

16 SPEAKER: Okay. So you want to move to discuss

17 right now?

18 SPEAKER: Well, no. I'll make the motion to

19 revise the reporting structure of PV, which is the

20 suggested new structure, and --

21 SPEAKER: Yeah.

22 SPEAKER: Now we can have a discussion about

23 it.

24 SPEAKER: I'll second that for purposes of

25 discussion and also say that I think, in general



1 terms, that's not problematic at this time to me, but  
2 I think we should defer discussion of it until later,  
3 that's my two cents, but anybody else that wants to  
4 move to approve it or -- I guess I don't want to  
5 interrupt that process -- I'm just saying my advice  
6 would be that we move to have it discussed and then  
7 table it for later. Let's continue the discussion  
8 after this next phase.

9 SPEAKER: So again, we don't have to change the  
10 face of anything. Now we're in the phase of the  
11 motion to hear suggestions for the structure and have  
12 the discussion. But we're having the discussion now  
13 that we made the motion. So let's do that now.

14 SPEAKER: I'll second your motion, Joe. John  
15 did as well. Anyone else?

16 SPEAKER: I think all you need is a proposal  
17 and a second and we're good.

18 SPEAKER: And proposals [indiscernible]. So I  
19 think it's needs to be operationalized a little bit  
20 later -- maybe operationalized at a later time. I  
21 personally don't have a problem with it as a general  
22 principle or motion.

23 SPEAKER: Let's discuss it and then we'll deal  
24 with how we're going to act after.

25 SPEAKER: What's your feeling on it, James?

1 MR. O'KEEFE: We were talking about a letter --  
2 I guess my question is: Where are we in the agenda,  
3 first?

4 SPEAKER: I think we're at 6A.

5 MR. O'KEEFE: Okay. So we're talking about a  
6 motion to revise the reporting structure of PV with  
7 suggested new structure. My question is: What is  
8 that structure and what is that plan? What's the  
9 recommended structure?

10 SPEAKER: I completely agree with James that I  
11 do not want to wade into those waters right now  
12 absent getting more information, which prior to  
13 operationalizing --

14 SPEAKER: That's the seat that we're in. We're  
15 getting the information and the suggestions in this  
16 discussion phase.

17 SPEAKER: I move to table the motion. I want  
18 to hear from everybody.

19 SPEAKER: Can I make a suggestion real quickly?  
20 Right now, there's a very vague motion on the table  
21 on revising the reported structure. I think John, to  
22 your point, it's best to leave the motion in this  
23 vague, nonoperational stage to permit whatever  
24 discussion that is germane to that and then the  
25 [indiscernible] because I think what you want, too,

1 John, is decide whether or not to take that out and  
2 specify, but I think [indiscernible] it's  
3 appropriate. We shouldn't move beyond specifics  
4 because you don't know yet what you want those  
5 specifics to be.

6 SPEAKER: That's right.

7 SPEAKER: We can leave it general, have  
8 whatever discussion, and then you can discuss whether  
9 to entertain a motion to table or whatever you want  
10 to do.

11 SPEAKER: Precisely, 100 percent. Does anybody  
12 descent from that view?

13 SPEAKER: No.

14 SPEAKER: No.

15 SPEAKER: No.

16 SPEAKER: So we've all been heard forth. Can  
17 we move to table it?

18 SPEAKER: No, we don't table it. The motion --

19 SPEAKER: We're going to open up the discussion  
20 and the introduction of information that will help us  
21 make the informed decision around the agenda item.

22 SPEAKER: Can we defer it until after the other  
23 presentations --

24 SPEAKER: That's how it happens. That's how it  
25 happens.

1 SPEAKER: I was trying to just get it deferred,  
2 that's all.

3 SPEAKER: Number six, it says motion to revise  
4 the reporting structure. I do not see an  
5 organization chart that says this is how it flows.

6 SPEAKER: Excellent point. Nothing is  
7 operational, as Stephan characterized it. It's  
8 vague, and I don't want to -- I abhor something  
9 that's vague or ambiguous or you can drive 17 million  
10 Mack trucks through and it can mean anything to  
11 anybody.

12 SPEAKER: My own belief is if it's  
13 parliamentary rules compliant that in the information  
14 gathering phase by hearing from people about the  
15 current management structure, which is very  
16 [indiscernible], CEO has [indiscernible] control over  
17 every operation of the organization. By hearing from  
18 those with experience as it exists now, I think we  
19 will get more clarity to where we need to go, to what  
20 we need to determine, and we can then come up with a  
21 positive resolution.

22 SPEAKER: I agree. I think that the  
23 information will lead logically, not seamlessly, but  
24 logically, from all of us [indiscernible] additional  
25 information.

1 SPEAKER: And when will we hear that additional  
2 information? Now?

3 SPEAKER: Yes, since we got passed this speed  
4 bump right now.

5 SPEAKER: There is that speed bump. Let's get  
6 to that discussion.

7 MR. O'KEEFE: I would request a two-minute --  
8 this is James -- a two-minute bathroom break.

9 SPEAKER: Sure. [Indiscernible].

10 SPEAKER: I think we should have about --  
11 anybody for five?

12 SPEAKER: Between two and five minutes.

13 SPEAKER: Okay. Who's going to run the  
14 stopwatch?

15 SPEAKER: I got it.

16 MR. O'KEEFE: I'll be right back.

17 (Brief recess taken.)

18 SPEAKER: All right.

19 SPEAKER: Welcome back, James. Everybody here?  
20 George is back? Okay.

21 SPEAKER: Will it please the board to  
22 [indiscernible] -- is it recording, Stephan?

23 SPEAKER: Yes, it is back on.

24 SPEAKER: If it would please the board, I can  
25 read the letter, the preamble to the letter, or we

1 can just have initially officers and have employees  
2 give some testimony on their experience. That would  
3 shed some light on the agenda item that we need to  
4 take up.

5 SPEAKER: I move to approve that reading of the  
6 letter, the preamble, and moving on with testimony  
7 and information.

8 SPEAKER: Yes.

9 SPEAKER: Do we have everyone back? It looks  
10 like George is not in his chair. Let's do a vote on  
11 that anyway. Let's move the thing along, okay?

12 SPEAKER: Yeah [indiscernible].

13 SPEAKER: There's a motion on the floor. Is  
14 the president going to call the question?

15 MR. O'KEEFE: I'm sorry, I'm sorry. Can you  
16 say that again?

17 SPEAKER: The motion is to read the letter into  
18 the minutes.

19 MR. O'KEEFE: Yes. That would be fine.

20 SPEAKER: And to read the preamble.

21 SPEAKER: Yes.

22 SPEAKER: I'm in favor of that.

23 SPEAKER: Yes.

24 SPEAKER: I'm in favor as well.

25 SPEAKER: [Indiscernible].

1 SPEAKER: The minutes, it will be in the  
2 minutes for us.

3 SPEAKER: I haven't had a chance to read this  
4 letter, I just received it, so I don't know what's in  
5 it before I put it -- approve it. So I would defer  
6 to you, John.

7 SPEAKER: Well, if I were you, I would abstain,  
8 because you don't have information, and that's a fair  
9 -- to be fair to you, I think that's what you should  
10 do.

11 SPEAKER: Then I will abstain from voting on  
12 that motion. Thank you.

13 SPEAKER: So the motion passes to read the  
14 letter without going through all the pages  
15 [indiscernible] the letter?

16 SPEAKER: You were going to read the preamble  
17 only at this time.

18 SPEAKER: I will only just read all three  
19 paragraphs as a few -- just to give a recollection.

20 SPEAKER: Okay. Go. Go.

21 SPEAKER: February 6, 2023, "To the  
22 [indiscernible] and [indiscernible] management.

23 Note, the opinion data shared and anecdotes were  
24 compiled by one-third of the PV staff affecting every  
25 department. Not all signed this letter, but all have



1 compelling reasons to contribute. Signatories have  
2 not been the subject of this abuse nor witnessed any  
3 abuse, but found the corroborated behavior troubling  
4 and were willing to sign. The undersigned are  
5 troubled and frustrated with James' management style  
6 and business actions. His behavior and actions are  
7 [indiscernible] to our core values and came to a head  
8 this week, most recently the treatment of Barry  
9 Hinckley and Tom O'Hara. These two highly respected  
10 individuals did what they felt was right for the  
11 betterment of the organization and got berated in  
12 public on Tuesday and effectively terminated on  
13 Thursday. There's a screenshot of a text from Barry  
14 [indiscernible] of the development team. Last night,  
15 I stood up to [indiscernible] and was fired.  
16 Management by shaming and bullying is never  
17 acceptable and it doesn't belong in the workplace. I  
18 won't tolerate it personally or on behalf of my  
19 coworkers' direct reports. I'm proud to say I stand  
20 by my actions. It was an honor to work with you. As  
21 they say, be brave, do something."  
22 The letter follows, "These actions led to  
23 immediate communication between concerned PV members.  
24 Over the past few days, we collected additional  
25 examples of behaviors which crossed the line. The

1 following bulleted items came from individuals and  
2 are edited as little as possible to keep the spirit  
3 of everyone's individual thoughts. The first data  
4 point is an unattributed quote, 'James has become a  
5 power-drunk tyrant and he's exactly who he  
6 pontificates on who we should be exposing.' There  
7 are seven pages of anecdotes very representatively,  
8 airing grievances leading to termination is what has  
9 prevented me from speaking up in the past. At times  
10 I have, I was accused of violating by NDA, sabotaged,  
11 and had my behavior labeled [indiscernible]. Lack of  
12 transparency when the stakes are made from the top  
13 down. For example, former producer never suing us,  
14 it was told her entire company as if it wasn't  
15 absolutely true. [Indiscernible] was an  
16 [indiscernible] we all know that. But when I treated  
17 early on to prevent him from assuming so much power  
18 and authority knowing he couldn't handle it, I  
19 received a classic, "If you don't agree, there's the  
20 door."

21 I'm going to try and read short ones. "It's  
22 sad, embarrassing, and increasingly becoming James'  
23 standard for how he treats the [indiscernible].  
24 Honestly, it's wild and incredibly irrational  
25 behavior for someone publicly and internally claiming

1 to be the only one raising money. At Democracy  
2 Partners' trial in public, I was yelled out in front  
3 of jurors because he was hungry and he took the  
4 eight-month-pregnant woman's sandwich. Barry,  
5 [indiscernible], Dan, Tom, and Eric were the subject  
6 of bullying on the leadership meeting with ten people  
7 present. No productive outcome resulted that needed  
8 a forum of everyone present. Everyone is operating  
9 in fear of James. One doesn't know whether one will  
10 meet his needs and expectations since the target is  
11 constantly moving and priorities are shifting.

12 In personal conversation with Jared in PV, it  
13 was discussed that his departure was due to  
14 personality clashing between Jared and James. Jared  
15 is held in high regards to PV staff and played an  
16 instrumental role in the organization. Several  
17 donors have expressed their concerns with their money  
18 being used to to produce [indiscernible]. As I  
19 described Project Veritas current environment with  
20 the same, the beatings will continue until morale  
21 improvement. In recent donor meetings, James'  
22 behavior has been arrogant and dismissal of the  
23 donors, that they won't give us five or six-figure  
24 donations. This happened in the past few weeks in a  
25 meeting with [indiscernible] in Miami.

1 [Indiscernible]. James is [indiscernible]. It is  
2 everyone's duty [indiscernible]. Donors are  
3 hesitating not to side and about whether  
4 [indiscernible] should be sent to Project Veritas.

5 At a donor event in [indiscernible], James was  
6 one hour and 15 minutes late. We had a room of 100  
7 people waiting for him to speak. People commented  
8 afterwards that he could have at least apologized for  
9 being so late. This is a good example of James not  
10 realizing that everyone's time is important.

11 [Indiscernible] publicly demeaning peoples' roles or  
12 responsibilities. [Indiscernible], "See, I'm the  
13 [indiscernible], junior editor." [Indiscernible].

14 SPEAKER: You're breaking up a bit.

15 SPEAKER: We're having trouble hearing you.

16 SPEAKER: Sorry. I'm going to skip ahead. I'm  
17 not going to read the rest of the anecdotes. Can you  
18 hear me now?

19 SPEAKER: Yes.

20 SPEAKER: Okay. "We are writing these out  
21 because we value the organization that James has  
22 built and what we've become. No one else is doing  
23 the work at PV and we love it. What we do for our  
24 audience, we do incredibly well. However, we can't  
25 become even greater until we [indiscernible] the full

1 potential of the organization and as people. The  
2 only problem we have with material that comes  
3 [indiscernible] in this organization. If we don't  
4 make these changes, we will [indiscernible] best  
5 people. We have the moral courage to say what needs  
6 to be said, to continue down the path we are on, and  
7 you will have an army of yeses when [indiscernible]  
8 penned this letter. We are resilient. Failure is  
9 not an option. Be brave, do something. This was  
10 signed by people from production, journalists,  
11 development, IT, and facilities. There's screenshots  
12 of messages, and this is all in the document and a  
13 rehash of our core values and our ethical values,"  
14 and this is 11 pages.

15 If this is deemed prudent, I will put this up  
16 for vote. I will submit this to the observers that  
17 we have [indiscernible] and allowed to observe all  
18 this [indiscernible]. I will send this out so they  
19 have more context. Do I have a motion to vote on  
20 that? I'm motioning to share this letter with the  
21 observers that we've invited in to observe these  
22 proceedings.

23 SPEAKER: May I suggest that the employees who  
24 contributed to this letter be observers for the rest  
25 of this meeting?

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1 SPEAKER: Just the observers that we have that  
2 we've invited in who are currently with us,  
3 [indiscernible], [indiscernible], Eric O'Keefe,  
4 [indiscernible] on this call because he's invited in  
5 as observers. I didn't want to send this out  
6 unilaterally. It's not my role to make that  
7 decision.

8 SPEAKER: I think this is --

9 SPEAKER: Anyone?

10 SPEAKER: If it is for a discussion phase, I  
11 don't know if it's appropriate for this letter to be  
12 leaked out, especially if it has the names of  
13 employees on it.

14 SPEAKER: I agree.

15 SPEAKER: Those employees -- names have not  
16 been read and I would prefer to keep it that way. I  
17 would amend the motion to enter the letter in its  
18 entirety as an exhibit to the minutes.

19 SPEAKER: The minutes are private property of  
20 Project Veritas. We do not want this to get out.

21 SPEAKER: My only view is anyone we've invited  
22 to the call is prompted to maintain the duty of care  
23 we've bestowed upon them that they will not leak this  
24 out. This is for context [indiscernible] for the  
25 organization.

1 SPEAKER: I have no surety of that.

2 SPEAKER: I think that's a foolish way of -- a  
3 foolish hope. I'm not saying you're foolish, I'm  
4 just saying that it would be highly [indiscernible].  
5 It could be a technical violation of our NDA and our  
6 duty of care and trust to employees [indiscernible]  
7 to the organization.

8 SPEAKER: In lieu of that, we will attach it to  
9 the minutes for the board and officers and internal  
10 counsel only.

11 SPEAKER: I have a question. I have a question  
12 -- that we've allowed that auditors to be in for at  
13 least that summary for reading of some excerpts; was  
14 that not the case? Were the auditors not on for  
15 that?

16 SPEAKER: The observers are listening only and  
17 they're listening to everything we say as we have  
18 extended the courtesy to them [indiscernible].

19 SPEAKER: So they did hear that. I wanted to  
20 be [indiscernible] to the subsidy issues. Okay.

21 SPEAKER: [Indiscernible].

22 SPEAKER: But it would be highly inappropriate  
23 --

24 SPEAKER: I'd like to recommend we not move  
25 past what we've already dealt with, [indiscernible].

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1 SPEAKER: Yeah.

2 SPEAKER: In lieu of that, I'd like to have the  
3 employees who have agreed to speak to us in full  
4 knowledge that this is in front of the board,  
5 observers that we've invited in, and that this is  
6 recorded. They have extended their willingness to  
7 make us aware of these data points that they think we  
8 should know, I think we should know, and I believe  
9 that's why we're having this call.

10 SPEAKER: Let's move quickly.

11 SPEAKER: I would have [indiscernible], our  
12 ranking officer's COO, offer a few minutes about his  
13 impression of the management style and the leadership  
14 --

15 MR. O'KEEFE: May I ask: Do I have a chance to  
16 respond to this?

17 SPEAKER: Yes, but I think -- I mean,  
18 absolutely, you should have every right to do that,  
19 but I think that because of the time issues, with  
20 your [indiscernible], I think it's important to  
21 listen to them first and then give you a chance to  
22 thoroughly respond to everything, take notes and --  
23 because we are in an extreme time crunch because of  
24 Joe's and -- George's, Joe's, and Steve's issues that  
25 I didn't foresee. Otherwise, I think, we'll never



1 get there in the time --

2 MR. O'KEEFE: I would like to read my --

3 SPEAKER: Let's bring them in. We're still in  
4 6A of the agenda.

5 SPEAKER: I would move to have Dan present his  
6 views as the COO about management.

7 SPEAKER: Go. Second. I'll approve. Can we  
8 just do a blanket approval that we're going to have  
9 -- I don't want to have a separate vote on every  
10 person that comes in. That's insane. So the  
11 sequence that happens, I move that we just -- without  
12 further delay, have whatever [indiscernible] talk,  
13 okay? Thanks.

14 SPEAKER: Let's [indiscernible] and see what  
15 they have to say.

16 (Simultaneous speaking)

17 SPEAKER: Just for the accuracy of the minutes,  
18 I need to get a vote counted on that proposal.

19 SPEAKER: Approve.

20 SPEAKER: I'll move for that.

21 SPEAKER: I second it.

22 SPEAKER: I mean, I think the motion is moot  
23 because it is incorporated in the [indiscernible].

24 SPEAKER: Approve.

25 SPEAKER: Joe is right. Steve, George?

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1 SPEAKER: Approve.

2 SPEAKER: Approve.

3 SPEAKER: Thank you.

4 SPEAKER: [Indiscernible], are you on the line?

5 SPEAKER: I am. Can you hear me?

6 SPEAKER: Yes. I joined Project Veritas about  
7 ten months ago. And over the last ten months, we've  
8 had a lot of incredible, positive things, both at an  
9 organizational level and also individual level with  
10 James and I's interaction. There have been a number  
11 of things that we've also debated, some of them are  
12 around finances and expenditures and how to value  
13 what is a worthwhile expenditure.

14 From a management perspective, the leading by  
15 intimidation seems to have been a theme long before I  
16 joined and something that's has pervaded over the  
17 last ten months. And despite us having incredibly  
18 positive stories, viewership, and overall attention,  
19 I think we've had -- these actions have actually --  
20 as far as people management goes -- have gotten worse  
21 in my eyes. Personally, I believe most of this has  
22 to do with too many responsibilities, too much  
23 accountability, and not focus ing on core  
24 competencies across journalism and the creative side.  
25 All great organizations come to a point where

1 the founder cannot wear all the hats because they're  
2 no longer [indiscernible]. I believe that that's  
3 where we are right now. I think most of all of this  
4 negative behavior stems from the inability to manage  
5 all of these different things and wear all these  
6 different hats.

7 I'm not sure if I should go into specific  
8 examples around things or what you guys really need  
9 me to focus on, but that's my general overview.

10 SPEAKER: I was just alerted -- because I think  
11 it's relevant to the conversation, I was just alerted  
12 by staff that the organization's social media  
13 accounts have just had all their passwords changed  
14 and all the staff was just locked out of all the  
15 social media accounts in the last two minutes.

16 SPEAKER: Who did that? Who has the power to  
17 do that?

18 SPEAKER: I think Eric, right?

19 SPEAKER: Eric [indiscernible], yeah.

20 SPEAKER: Eric is on PTO right now.

21 SPEAKER: Was he directed to do that?

22 SPEAKER: Not by me, not by James he just said  
23 either.

24 SPEAKER: Okay. Maybe it's -- maybe that's  
25 something that's not material, because it can be

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1 corrected after this. Maybe it's just as well that  
2 we're not communicating to anybody outside of the  
3 organization at this time until after the meeting,  
4 okay?

5 SPEAKER: [Indiscernible] with the agenda.

6 (Simultaneous speaking)

7 SPEAKER: Dan, if you want to add anything  
8 [indiscernible], whether it's hiring and firing,  
9 global process, anything you perceive.

10 SPEAKER: Am I still talking?

11 SPEAKER: Yeah.

12 SPEAKER: Sorry, guys. I just had to go run  
13 and get a power cord.

14 SPEAKER: Do you want to hit some bullet  
15 points, Dan, operational issues or operational  
16 [indiscernible]?

17 SPEAKER: Yeah. So I think on some levels, it  
18 might be worth -- it might be worth going through  
19 some of the things --

20 SPEAKER: It turns out we're in extreme time  
21 constraints, so you can skip the preambles.

22 SPEAKER: Yeah. I mean, obviously the most  
23 impactful thing that happened recently were the  
24 firings with no seemingly -- wildly irresponsible  
25 firings, particularly of Tom, for seemingly no good

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1 reason, from my perspective. So that was very, very  
2 concerning. And I think there had been a number of  
3 just -- I often say negative energy is very  
4 expensive, and just absolutely raising voices and  
5 yelling at people, leadership by intimidation -- when  
6 I got here, Patrick Davis was completely torn down in  
7 front of his entire staff, that was one example.

8 Patrick Davis wasn't the right person for the role,  
9 however, that doesn't mean that he deserves that type  
10 of treatment, nor does anyone. The same thing --  
11 SPEAKER: Do you have any suggestions on how to  
12 change that?

13 SPEAKER: Well, I think two things. I think,  
14 number one, I think stress is a major mark in this,  
15 it's personal, but I think the second is to focus on  
16 highest and best use, things that allow James to  
17 shine as opposed to getting frustrated, and I think  
18 that that is separating a lot of roles and  
19 responsibilities in defining that.

20 For example, the org chart, if you look at our  
21 org chart now, pretty much everyone in the  
22 organization reports to me. There's data lines into  
23 James, but there's a helicopter of leadership  
24 management style that comes inborn out of start-up  
25 mentality of having to do everything from day one,

1 but at some point we have to mature past that and  
2 separate some of those roles and responsibilities so  
3 that that helicopter leadership does not continue.

4 SPEAKER: If I'm hearing you, that would also  
5 -- I even talked to James last night on this -- would  
6 that relief his stress? Because I completely agree  
7 -- let him be a genius of what he's a genius at and  
8 -- we'll see later, but we'll decide whether

9 personnel and management is in his wheelhouse, I  
10 would assume it's not, and I've heard that verbatim  
11 from other people, too, that know more about it.

12 SPEAKER: Dan, what roles should be separated?

13 SPEAKER: I think the business from the  
14 journalism and creativity. When I say separated, we  
15 all have read a number of books here. It's the  
16 manager, the entrepreneurs, operating system, all  
17 these management books always refer to a visionary  
18 who's one individual, and an implementer and executor  
19 which is another individual. So I would say that the  
20 effective of whether it's a CEO or executive  
21 director, the effective business leader versus the  
22 creative leader, those are two different roles.  
23 Often organizations start with them being the same  
24 person, but they very infrequently end that way.

25 SPEAKER: Well, but -- this is a question:

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1 There's a world in which James would continue to be a  
2 visionary leader and strategic leader and all the  
3 things that a brilliant genius has that have created  
4 this place and a historical person that's an icon of  
5 American culture and politics. I mean, is there a  
6 way -- roles [indiscernible] but I'm asking for your  
7 two cents, whether that's --

8 SPEAKER: Yes, I believe in that 100 percent.  
9 When I talk about separating roles and  
10 responsibilities, it's not like I'm suggesting that  
11 James has no say in these other activities or  
12 defining the vision. I'm not suggesting that at all.  
13 It's just unilateral authority and the my way or the  
14 highway type of management style needs to change.

15 MR. O'KEEFE: May I have a chance to --

16 SPEAKER: I'm sorry, how many reporting lines  
17 are there within PV? Maybe there are [indiscernible]  
18 or accounting sections, but how many different  
19 reporting sections are there within the PV structure?

20 SPEAKER: So we have business development, we  
21 have communications and media relations, which is  
22 really one entity, we have legal, we have IT, we have  
23 the journalists, and then we have the producers and  
24 editors, and then we have accounting, and HR, which  
25 is -- yes.

1 SPEAKER: So about six or seven?

2 SPEAKER: There's finance and accounting in  
3 there somewhere.

4 SPEAKER: So about six or seven in total.

5 SPEAKER: I wanted to clarify my question.

6 Would part of that role be being a strategic leader  
7 for journalism and [indiscernible] very effectively  
8 in the past?

9 SPEAKER: Yes, yes. I mean, besides the on-air  
10 talent, the editorial creative oversight, that is  
11 part and parcel of what James is absolutely  
12 incredible at.

13 SPEAKER: [Indiscernible] professional at that.  
14 He's historic.

15 SPEAKER: Yeah.

16 (Simultaneous speaking)

17 SPEAKER: [Indiscernible] legal mostly involved  
18 as a prime witness in any of the ongoing suits, maybe  
19 [indiscernible] --

20 SPEAKER: Yes.

21 SPEAKER: So it definitely involves legal.

22 SPEAKER: Correct.

23 SPEAKER: I think the issue -- Dan, correct me  
24 if I'm wrong -- but it's which ones we should pursue  
25 or shouldn't pursue. It's not necessarily that



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1 James, obviously being the spokesperson for the  
2 company, he's going to be named in just anything that  
3 PV does. It's more about the strategy of legal I  
4 think is what Dan is kind of getting at, and having  
5 that diversification as opposed to -- to this point,  
6 it was we don't surrender, we fight everything, and  
7 sometimes that's just --

8 SPEAKER: If I'm not mistaken, there's very few  
9 if any CEOs of organizations of this size -- and this  
10 is something that James should be congratulated upon  
11 -- for us getting to this stage, that would have any  
12 micromanagement of people or probably would want to  
13 delegate things in the management realm, operations  
14 realm, to another principal within the company while  
15 remaining in a strategic role, which is what a lot of  
16 chairmen or executive chairmen or CEOs do, but  
17 whatever the term [indiscernible] can't be ambiguous  
18 as to the duties, as to the scope, and all that.

19 MR. O'KEEFE: I'd like to respond to the  
20 statements when I can.

21 SPEAKER: Stephan, please let in the number  
22 ending in 5140. It's Jeff Littman, who's been an  
23 invited observer.

24 SPEAKER: Yes.

25 MR. O'KEEFE: I'd like --

1 SPEAKER: I think James wanted a chance to  
2 respond.

3 MR. O'KEEFE: I'd like the opportunity to  
4 respond, and I thank everyone for their candor. May  
5 I say a few words?

6 SPEAKER: You're the president.

7 MR. O'KEEFE: I would offer this response a  
8 letter that I've written to the staff regarding kind  
9 of a sincere heartfelt apology for some of the things  
10 that have happened here in meetings, and I'd like to  
11 read it to you and then we can discuss it and get  
12 your thoughts.

13 SPEAKER: Particularly the first part is really  
14 relevant to our present discussion. That part is  
15 sort of past some of its -- about ordering of the  
16 minutes and things like that. That's getting into  
17 operational decisions that we're going to be  
18 discussing later.

19 MR. O'KEEFE: The letter reads, "Dear team, on  
20 Tuesday of this week, some of you had the unfortunate  
21 experience of seeing me get into a heated agreement  
22 over the direction and nature of our fundraising  
23 approaches. I confronted an issue in front of a  
24 group that should have been handled privately, and I  
25 was wrong to behave this way. It affected many

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1 people at headquarters who overheard it. I also have  
2 not been patient with some of you and have behaved  
3 poorly. As you all are the life and blood of Project  
4 Veritas, I want you to know I'm sorry and ashamed of  
5 my actions."

6 And I have not sent this out yet. With the  
7 blessing of the board, I propose this be one of the  
8 solutions I discuss for the sake of Project Veritas.  
9 "Many of you that have been with me for years  
10 know that this is not the first time I've gotten  
11 emotional and impulsive during times of strain. We  
12 are in a stressful journey together and sometimes the  
13 pressure gets the best of me. It does not matter the  
14 circumstances. I should never behave that way in  
15 front of my colleagues or treat people that are  
16 working hard for Veritas in an unkind manner, and I  
17 am truly sorry. I fail to lead by example in these  
18 cases.

19 I hurt people who are here because they believe  
20 in our mission. I'm truly [indiscernible] by my  
21 behavior, as I let you all down, let myself down in  
22 these instances. This is not what a great or even  
23 good leader does. I do expect the best from  
24 everyone, but it should start with me. Anything less  
25 than our best, then we do not stand a chance against

1 the array of forces against us. We have a long way  
2 to go, and if we're going to accomplish this mission,  
3 then I must be held accountable for my actions when  
4 they result in harm.

5 So my solution is as follows: I am going to  
6 slow down and listen. From here forward, I will have  
7 an open-door policy for anyone on staff to share  
8 their observations about our mission and our  
9 organization with me directly. I want to hear from  
10 the staff about ideas and communications and  
11 procedures and other things that I can do to  
12 implement and improve Project Veritas. I understand  
13 that my behavior, like the ones you saw on Tuesday,  
14 were public disagreements -- private disagreement,  
15 rather -- that was made public cannot happen again,  
16 and I've apologized to Tom personally.

17 Please accept my apology for that behavior last  
18 week -- and there have been other times of public  
19 disagreements -- from the bottom of my heart. I hope  
20 that I can count on your grace, your forgiveness, and  
21 your continued dedication to Project Veritas as we  
22 work together. We are an organization that does not  
23 exist without all of your efforts. You all know by  
24 now that I'm not always good at expressing myself,  
25 but I am [indiscernible], and have had a chance to

1 reflect. I am very proud of this team, I believe in  
2 all of you, I want to work with you, and I want you  
3 all to be happy here in our mission. Again, I'm not  
4 always good at expressing it, but I am proud of this  
5 team. I believe in you, and I'll always walk through  
6 walls for the mission of this place."

7 I suggest that this be distributed to the staff  
8 with the board's blessings and I be given the  
9 opportunity to actually have these open-door policies  
10 this week and beyond and have a chance to listen to  
11 feedback without providing any responses but simply  
12 to listen and observe so that we can figure out the  
13 best way forward.

14 SPEAKER: If I can respond to that. I think  
15 that's certainly good intention. We do have in our  
16 handbook a 24/7 open-door policy, so I may revise  
17 that part before sending that out. You certainly  
18 don't need the board's permission to take that  
19 action.

20 SPEAKER: I will say that that has to be a very  
21 humbling and sincere letter. It is also a great  
22 introspection that he sees in himself that most  
23 people won't ever get to, and that to me says mounds  
24 upon mounds of who this man is, what he has done, and  
25 why he should continue to lead.

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1 SPEAKER: I would like to hear from some other  
2 employees so that we have the full context of why  
3 [indiscernible].

4 SPEAKER: [Indiscernible].

5 SPEAKER: Anything else for Dan? Any  
6 questions? Dan, do you want to provide any other  
7 relevant input? I mean, anything?

8 SPEAKER: I guess the only other thing I can  
9 talk about briefly is just basic understanding of  
10 organizational structure and finances. Often we talk  
11 about whether we can afford something, not by  
12 comparing some fixed cost to variable cost and basic  
13 understanding of accounting is I think lacking there,  
14 and we're usually making expense decisions based upon  
15 how much of a percentage of payroll, which is the  
16 wrong metric on any level for any expenditure. So  
17 that just one example that I've always been concerned  
18 with.

19 SPEAKER: Doesn't the responsibility for that  
20 reside with the CFO? Shouldn't they be empowered in  
21 that regard or not?

22 SPEAKER: I think the answer is yes. I  
23 shouldn't say that. I know the answer is yes.

24 SPEAKER: Isn't Howard present to do that?

25 SPEAKER: I think on paper, I understand it,

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1 that the CFO is accountable for this, but I believe

2 there's very often --

3 SPEAKER: Dan, sorry --

4 SPEAKER: You can't have accountability without

5 responsibility empowering you --

6 SPEAKER: John, this is Tom. I'll answer that

7 question for you. It usually comes from the top

8 down. So no, I don't have the ability to push back

9 on it.

10 SPEAKER: So you don't have any authority on

11 that. You are kind of legally accountable maybe, but

12 you don't have any control over what -- how things

13 are [indiscernible]. Is that kind of correct or not?

14 SPEAKER: Correct, yes.

15 SPEAKER: Okay. Well, that's a problem. You

16 know, I'm really glad James got to read his letter.

17 I think it's well written and thoughtful, and I think

18 it's really important for James to have this be

19 heard. I do think we need to move on to the rest of

20 the meeting.

21 SPEAKER: I agree.

22 SPEAKER: Thank you, James.

23 SPEAKER: Stephan, I have [indiscernible], the

24 number ending in 5638.

25 SPEAKER: So should I admit the 5638?

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1 SPEAKER: Yes.

2 SPEAKER: Okay. They're admitted.

3 SPEAKER: Thanks, Stephan.

4 SPEAKER: Barry has been an employee for a few  
5 months. He came in, was hired unilaterally to be  
6 like an independent consultant on certain SBUs to  
7 help fix them, and he became a lead to many of the  
8 employees and [indiscernible].

9 SPEAKER: Can you guys hear me okay?

10 SPEAKER: I hear you.

11 SPEAKER: Okay, great. Hi, Matt. Hi,  
12 everyone. How are you doing?

13 SPEAKER: We have very limited time. So just  
14 get to your main points, please. Thanks.

15 SPEAKER: All right. First of all, I'm here  
16 painfully and unhappily. I've been with this  
17 employer from 2012 and then on and off and then  
18 [indiscernible] here, and then, as you know, an  
19 employee as of this fall. I joined because of the  
20 mission and the person behind the mission, and sadly,  
21 my confidence and respect for the leader, the CEO of  
22 the organization, has completely eroded to the point  
23 where I feel [indiscernible] this week that I can no  
24 longer follow his lead because I consider the  
25 workplace a hostile work environment, incredibly



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1 toxic, employees are continually shamed and bullied  
2 and discounted and appear to only be object to one  
3 end, which is the furtherance of his personal agenda.

4 I feel the donors have just been treated quite  
5 dismissively as being only an object to donate money,  
6 once again, for the same means, and they're not  
7 respected. I also have witnessed over time the  
8 fiduciary responsibility, my opinion, not respected  
9 of those donors' money and spent very poorly, and  
10 never like anything I've seen in a private company,  
11 let alone a nonprofit that's supposed to be mission  
12 based. It seems to me the mission has been lost.

13 SPEAKER: Can you give any specific examples?

14 SPEAKER: Well, I ran a large company with a  
15 lot of employees, and I never lived this lifestyle  
16 with black cars running at \$250 an hour constantly  
17 picking me up, moving me around, flying a helicopter  
18 up to Maine to go to family. It's just very  
19 extensive accommodations when the rest of the staff  
20 are staying at one level. I mean, all for one and  
21 one for all, especially a nonprofit. I just never  
22 have seen a position of one person living one way and  
23 everyone else living another way.

24 SPEAKER: Haven't some of those excursions --  
25 as you referred to -- though, been meeting with

1 donors?

2 SPEAKER: Some of them, yeah, but not all of

3 them. It's hard to tell what the definition of a

4 donor is anymore, quite frankly. Even still --

5 listen, I'm here as a former employee, and I'm just

6 telling you what I saw. You guys do what you do.

7 And who am I speaking with, by the way?

8 SPEAKER: This is Steve [indiscernible].

9 SPEAKER: Hi, Steve. So I have lost trust in

10 them. I got to the point where I couldn't in good

11 faith ask people to invest in this organization, the

12 high dollars I was constantly getting asked to

13 invest, because I just don't think the

14 [indiscernible] of those dollars was proper and in

15 line with the mission and certainly in line with the

16 way nonprofits should be run.

17 Lastly, I think I witnessed the board's trust

18 being abused, for example, when the executive plan --

19 which was never approved by anyone in the executive

20 that I'm aware of -- was distributed and said that it

21 was approved by the plan -- and I've been around long

22 enough. I've been in the workforce for 30, 40 years.

23 I've never seen anything run this poorly, and I've

24 never seen such a hostile and I've never seen people

25 so taken for granted. When you issue a plan without

1 any approval of your executives without any approval  
2 of your board and then it's distributed as both have  
3 happened, that's incredibly difficult for anyone  
4 trying to follow that lead and certainly something I  
5 became unwilling to follow.

6 I'm happy to go into more specifics, but I know  
7 the time is limited. And [indiscernible] last week  
8 when I told James I can no longer follow his lead, I  
9 was told over and over again that people beneath me  
10 are supposed to follow my lead no matter what. And I  
11 told James, "I consider your management highly  
12 dictatorial and I can't in good context follow it. I  
13 can't in good conscious manage people underneath  
14 you." I was given the role of interim CEO because  
15 everyone else was pretty much left in that role, it  
16 was down to bare bones, and trying to keep it going  
17 and in [indiscernible] manage those people when James  
18 would swoop in and just grab someone off my team and  
19 direct them to do things and it was a different  
20 person that was supposed to do that the day before.  
21 It became [indiscernible]. It's a culture of fear.

22 And I told James I couldn't manage that  
23 organization, I couldn't work there anymore following  
24 his management style. I said, "There's three things  
25 that can happen here, James. I'll resign, I'll get

1 fired, or things will change, but I can't follow your  
2 lead because I consider it dangerous. It's hostile  
3 to coworkers." I came into this organization knowing  
4 no one and having no personal relationships. I was  
5 there for the mission and the people that were  
6 supposedly supporting the mission, but it became  
7 pretty clear it was just about one person. And the  
8 mission, it really seems to be just there to support  
9 that person's personal goals in my opinion.

10 Something got lost along the way.

11 The last thing I said is, "or things change."

12 I think there's -- there was a great opportunity to  
13 create a great administrative organization underneath  
14 an amazing and groundbreaking journalist. And I told  
15 James this, I think he's a groundbreaking journalist,  
16 but there's no straight line between being a great  
17 CEO and a great journalist. Very few people in  
18 history can do both, and --

19 SPEAKER: What did you say, you were terminated  
20 because you disagreed?

21 SPEAKER: Yeah. 100 percent I was terminated  
22 for insubordination because I wouldn't follow his  
23 lead, or whatever you want to call it, word for word.  
24 I couldn't agree with it. I always had problems with  
25 how people were being treated. And certain tactics,

1 it was double the smack-down every time. "Follow me,  
2 I brought you on, follow me," etc., etc. So I made  
3 that clear --

4 (Simultaneous speaking)

5 SPEAKER: So that afternoon, I got an e-mail  
6 from James saying that he accepted my resignation,  
7 and I responded, "I never submitted my resignation,"  
8 and he said, "Therefore, you're terminated." I said,  
9 "I never submitted my resignation, but I cannot  
10 follow your lead and support your management style."

11 SPEAKER: What was your role, Barry?

12 SPEAKER: Chief strategy officer.

13 SPEAKER: Too many people talking. Barry, what  
14 was your role?

15 SPEAKER: Chief strategy officer. I was  
16 brought in to help Dan and the team stand up this new  
17 platform that we discussed, we had been discussing,  
18 called PVCV, and broaden the message so we could get  
19 the awesome journalists out to more people  
20 [indiscernible] in long form and hopefully bring in  
21 [indiscernible]. It's more efficient that way. I  
22 was also brought in to help with development. Over  
23 time, it became clear that I was asked to lead  
24 development because Randy had left and I had already  
25 been helping out before that on a volunteer basis at

1 five or six events.

2 SPEAKER: So Barry, [indiscernible] you had  
3 introductions and facilitated some tangible results  
4 in development prior to your coming onboard formally  
5 in any way, and some of those have resulted in  
6 seven-figure donations; is that correct?

7 SPEAKER: I'm not sure about seven-figure  
8 donations. I definitely have done things in the team  
9 over the target of very high network people, probably  
10 four or five times, adding up to probably 4 or 500  
11 people. There was -- I wasn't involved in the  
12 follow-up process at that time, but I definitely know  
13 tens of thousands of dollars had been donated from  
14 people that I know and a lot more would be  
15 [indiscernible] in the pipeline.

16 SPEAKER: So you were a catalyst. I think  
17 that's the word to describe you as, a producer as  
18 catalyst, a facilitator.

19 SPEAKER: I was trying to build a proper  
20 pipeline that you would for high network donors. I  
21 mean, we ended up [indiscernible] this development  
22 department drive-by development because everyone had  
23 high network [indiscernible] and they could be asked  
24 for a million dollars or 250 or whatever their  
25 capacity was deemed to be immediately. No

1 relationship building really to speak of. That's not  
2 how --

3 SPEAKER: Barry, have we lost any donors or  
4 have any donors been disparaged as a result of  
5 anything that James has done?

6 SPEAKER: I certainly have heard, that  
7 [indiscernible] was pretty bad, the New York Times.  
8 I think it was Goldman, the New York Times  
9 complication on the street, a lot of people were put  
10 off and thought it was something very personal and  
11 not something that was mission [indiscernible] of  
12 journalism.

13 I did introduce him to a billionaire family in  
14 Houston, and it was a cultivation, and I spent  
15 15 years building that relationship, and he showed up  
16 25 minutes late and we got an hour of their time,  
17 hour and a half maybe, and I asked him not to ask for  
18 any money because it was a cultivation, and I went to  
19 the bathroom, and by the time I came back, he had  
20 asked them for cash. That is not how things work in  
21 this world. [Indiscernible] to me, I never heard  
22 from that guy again. 15-year relationship I had been  
23 building down the drain, in my opinion. He might  
24 come back, but I haven't heard from the guy since,  
25 pretty much.

1 SPEAKER: Thank you.

2 SPEAKER: Barry, you help put together an event  
3 in Palm Beach at [indiscernible]'s house. How would  
4 you describe the results from that?

5 SPEAKER: Well, the results were underwhelming.

6 The right people were there, but I think people --

7 these are all professional givers at this level.

8 [Indiscernible] started asking people for \$5,000 a

9 head and he's getting 5 million out of them now.

10 Those people need to be cultivated and respected, and

11 I think we've got on base, but we have a lot of work

12 to do. And I certainly had asked some major league

13 people that were previous PV donors that had left for

14 whatever reason, but now I had my [indiscernible] to

15 attend, they did, and I'm not confident that the

16 follow-up is there to cultivate these people the way

17 they expect to be cultivated.

18 SPEAKER: The ZIP Code 33480 is a

19 [indiscernible] like is [indiscernible]. And

20 properly cultivated, it will yield incredible

21 results. I know, because I [indiscernible].

22 SPEAKER: Yeah, but it's not drive by built.

23 It will do more harm than good.

24 SPEAKER: [Indiscernible], we both -- you're in

25 the same ZIP Code or your adjacent ZIP Code because



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1 you're in Wellington, but [indiscernible]. But James  
2 has been in this room more than once where  
3 [indiscernible] I met over ten years ago through the  
4 same crew through the same restoration weekend. He  
5 did start out at 5,000. He'll tell specific stories,  
6 and we were in the room where he raised just  
7 something over 20 million, this year, 22 million.  
8 There's a lot of groundwork that goes -- there's  
9 [indiscernible] and cultivation that goes before that  
10 magical moment where people officially make those  
11 donations.

12 SPEAKER: I would like to hear from Tom. I  
13 mean, if there's any other questions for Barry or if  
14 Barry has anything else he'd like to say, I would  
15 like to keep this moving.

16 SPEAKER: Yeah. Barry, I just have -- when you  
17 met James via helicopter, were there [indiscernible]  
18 on the way [indiscernible] where he --

19 SPEAKER: You cut out, Matt.

20 SPEAKER: Was there donors met on the way to  
21 Maine or in Maine when there was a helicopter ride  
22 chartered privately?

23 SPEAKER: No. As far as I'm aware, it was  
24 [indiscernible] stopped in Newport to pick up a  
25 professional captain, which the sole purpose was to

1 help sail the boat back. The boat was in such  
2 disrepair. I wasn't going to go offshore -- I'm a  
3 former professional, so I found a professional who  
4 was willing to get picked up and come up and that  
5 [indiscernible] was really just about repairing the  
6 boat and getting it back to Rhode Island  
7 [indiscernible]. I was only trying at that time to  
8 introduce him to people that [indiscernible] specific  
9 donors. All the donor stuff came before we left for  
10 Montana in the early part of the month.

11 MR. O'KEEFE: I'd love an opportunity to  
12 respond when Barry Hinckley is off the phone, please.

13 SPEAKER: [Indiscernible] might be allowed to  
14 listen to this, but I mean, maybe not speak, but  
15 like, what James stated. I'm concerned about time,  
16 because we're at 3:00. Some of you are leaving in 15  
17 to 30 minutes and we haven't even scratched the  
18 surface.

19 SPEAKER: I mean, we could continue to talk to  
20 employees amongst each other without ruling on  
21 anything or making any formal motion. Obviously we  
22 can't complete [indiscernible] dispositive  
23 [indiscernible], but there's still some factfinding.

24 SPEAKER: If there are going to be accusations  
25 made about improprieties, I think it's only

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1 appropriate to have the chief executive officer  
2 respond with the facts of what happened, and I'd like  
3 to do that.

4 SPEAKER: I completely agree, James, but is  
5 this something we can just defer -- go ahead,  
6 briefly.

7 MR. O'KEEFE: So I would say there's a man  
8 named John Trainor, Barry Hinckley knows who he is,  
9 he was based in Maine, and due to weather issues,  
10 that was something I spoke with Tom O'Hara about, and  
11 Tom O'Hara, I had this verbal consent to book that --

12 SPEAKER: Wait, wait. Don't put words in my  
13 mouth.

14 SPEAKER: May I finish?

15 SPEAKER: Not if you're going to accuse me of  
16 consenting to something I didn't. I'd like to defend  
17 myself.

18 SPEAKER: No accusations, just stating what I  
19 witnessed. John --

20 SPEAKER: I did not consent. You told me you  
21 had donor meetings, that's what I consented to.

22 MR. O'KEEFE: There was a man named John  
23 Trainor, who Barry Hinckley knows, that was  
24 organizing an event in Texas that we organized.  
25 Oftentimes the chief executive officer has to have

1 multiple donor meetings in one day, sometimes meet  
2 with multiple billionaires in one day. In this case,  
3 there was a gentleman named John Trainor who was  
4 organizing an event in Texas that was present in  
5 Maine. Weather issues occurred, and the -- I have in  
6 front of me the itinerary from HBN to KUUU, that's  
7 [indiscernible] Airport. Weather issues diverted the  
8 plane to Portland ultimately and I was not able to  
9 arrive to my destination until very late in the  
10 evening. That was --

11 SPEAKER: Was it [indiscernible] or a chopper?

12 MR. O'KEEFE: It was a helicopter. The other  
13 helicopter rides I can remember are one to visit  
14 Tucker Carlson at his hunting cabin in Maine, some  
15 2020, a couple thousand dollars to go from here to  
16 The Hamptons again to meet with a billionaire.  
17 Oftentimes the chief executive officer has to -- in  
18 order to obtain multiple meetings in one business day  
19 to increase the revenue for the company has to make  
20 the decision in order to spend a little money,  
21 \$2,000, \$5,000 or \$10,000 in order to do this. I was  
22 told that this is an optics issue more than a  
23 financial one since the purpose for these trips  
24 whether it's Tucker Carlson or Andy Saven who gives  
25 us \$50,000 a year or John Trainor who organized an

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1 event in Texas, that was the intent, and the sole  
2 purpose behind each of these things, that is what I  
3 think a prudent chief executive officer of any  
4 company does in order to raise more revenue for the  
5 firm, which is my priority and purpose.

6 I've had some disagreements with -- we've had  
7 some disagreements about that, but I think it's  
8 within the purview of the chief executive officer to  
9 raise as much revenue as possible for the  
10 organization due to limited time. This is not unique  
11 or unusual. As to taking black car service, I don't  
12 fully understand how that's an impropriety or any  
13 different than an Uber. That's something that Mr.  
14 Hinckley said. And also we've had conflicts of  
15 visions over the direction of fundraising, but  
16 ultimately -- for example, there's a lot of things  
17 that are omitted, and I just wanted to make sure that  
18 everyone understood the purpose of that  
19 transportation. The purpose that it was intended  
20 for, for those particular --

21 SPEAKER: My understanding was you left your  
22 boat in me, we were planning a trip to bring it back,  
23 John Trainor you already met a week or so before at  
24 the event we hosted at our house for you to raise  
25 money, he was already working with Joanne to set the

1 event up, that one was in the bag already. Whatever

2 happened on the back with John Trainor was social.

3 SPEAKER: Were there any other donors on this

4 trip?

5 SPEAKER: Not that I'm aware of.

6 SPEAKER: That's a question for James. Did you

7 see any other donors on that trip?

8 MR. O'KEEFE: The intention of that trip was to

9 follow up with John Trainor.

10 SPEAKER: Just John Trainor?

11 MR. O'KEEFE: He organized an event in Texas, I

12 believe it was in October, in Highland Park.

13 SPEAKER: So just to meet with him or were

14 there others?

15 MR. O'KEEFE: I believe it was just him, to

16 follow up with him.

17 SPEAKER: Okay.

18 SPEAKER: Now is the time to have Tom --

19 SPEAKER: I think we should move on.

20 SPEAKER: When we move on to executive session,

21 we can do that as we -- to manage the amount of

22 people on the call, there are time constraints, I do

23 think there are a couple of employees who are looking

24 to share.

25 SPEAKER: Go for it.

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1 SPEAKER: Thank you, Barry.

2 SPEAKER: Thanks for your comments.

3 SPEAKER: [Indiscernible] folks calling in, and  
4 afterwards, Jonathan Bailey.

5 SPEAKER: I don't see anyone --

6 SPEAKER: They're calling in now.

7 SPEAKER: While we're on -- this is Stephan,  
8 I've got a bit of -- I have a hard stop at 3:30. I  
9 can leave the system up. I'll be texting with John,  
10 but I have a very hard stop at 3:30. But you don't  
11 need me, you've got Sullivan.

12 SPEAKER: We can continue.

13 SPEAKER: Thanks, Stephan. Is anybody showing  
14 up on our call-in line?

15 SPEAKER: Yes. I've got a [indiscernible].  
16 I've got two, do you want me to admit both?

17 MR. O'KEEFE: No. 0371 is Joanne  
18 [indiscernible]. You can let her in first.

19 SPEAKER: Okay, 0371 is coming in. Joanne is  
20 in.

21 SPEAKER: Hi. Joanne?

22 SPEAKER: Yes.

23 SPEAKER: We'll give you the floor to explain  
24 how you perceived the management and the leadership  
25 and the culture of the organization.

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1 SPEAKER: Okay. Can you hear me okay?

2 SPEAKER: You're loud and clear.

3 SPEAKER: All right. Just wanted to make sure.

4 SPEAKER: We're really short on time. I just  
5 wanted to let you know. So we want to hear you --

6 SPEAKER: We're not short on time.

7 SPEAKER: I'm not. I have an infinite amount  
8 of time, but some of our board members are going to  
9 have to be off.

10 SPEAKER: Okay. Well, let me go ahead and -- I  
11 am going to give my perspective. And just for a  
12 little bit of background, I joined PV development  
13 organization in December of 2020. I had never been  
14 with such a diverse group of individuals who are so  
15 mission-aligned and committed to the [indiscernible]  
16 on the mission and really good people. I also have  
17 never experienced so much turnover, turmoil, and  
18 dysfunction in the workplace. The negative impact  
19 spilled over onto personal life where my husband and  
20 grandchildren are telling me that I need to leave the  
21 stress of the job at work because I take it out on  
22 them not even realizing that I'm doing it.

23 The work environment has noticeably changed to  
24 the negative over the last four to six months where  
25 it's a really hostile work environment and we're



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1 really operating in fear that we're going to be  
2 chastised or reprimanded for doing something wrong.  
3 I did not want to go into the office today. I was  
4 concerned, really. I didn't feel safe going into the  
5 office. That has never happened in my entire career.  
6 Over the last four to six months -- is there a  
7 question, or just continue?

8 SPEAKER: Just continue.

9 SPEAKER: Okay. So over the last four to six  
10 months, James has been noticeably more agitated and  
11 more arrogant with his messaging and we have been  
12 more focused and desperate for money, at times, rude  
13 and curt with donors, not really listening to the  
14 donors, and having conversation, but demanding that,  
15 "It's just clear the work we do is very important.  
16 Just give us your money."

17 We are treating our donors more like ATM  
18 machines than cultivating and developing  
19 relationships. We come across -- he comes across  
20 oftentimes that only his time matters, and it's very  
21 dismissive of who we're meeting with and what we are  
22 trying to do. Being desperate and sharing the  
23 message with supporters that we're desperate is not  
24 something that is helping donors to want to give to  
25 us. He frequently has threatened that if he walks

1 away from PV, there will be no PV, that James is PV  
2 and PV is James, and I believe that we have a talent  
3 in the office and the organization in place that PV  
4 can and does deliver results whether James is  
5 speaking for us or not. It is not a healthy  
6 environment to be working in.

7 The donors want to investigate -- they want to  
8 invest in investigative journalism. Frequently we're  
9 being told it's not just about James, it's the  
10 investigative journalism that we're doing. They want  
11 to see more of that. We just recently had the  
12 largest [indiscernible] in PV history where we raised  
13 online alone from the [indiscernible] about \$900,000.  
14 That's the biggest [indiscernible] to date. We're  
15 not even celebrating that, and no message of  
16 congratulations to the PV team other than to  
17 congratulate the journalists, and of course he  
18 deserves the congratulations, but a whole team puts  
19 together what PV is delivering to the marketplace.  
20 People need to be recognized for the hard work that  
21 they're consistently providing.

22 The donors are pleased that we're not doing  
23 these one-night hits where we're really into getting  
24 more in-depth on our journalism and putting more  
25 credibility into the stories. That's the feedback

1 that I'm consistently getting from the donors I speak  
2 to. We had a high-dollar call with James and  
3 Clarice, who was with a PV for a couple of weeks.  
4 She came onboard, a very, very [indiscernible]  
5 officer. And in the course of that [indiscernible],  
6 offered a different approach potentially with the  
7 donors. James did not really receive that suggestion  
8 well and went after Clarice. Clarice ended up  
9 leaving within two weeks because of the environment  
10 that we're working under.

11 In the middle of January, Barry and I were in  
12 James' office to do a call with James. We had put  
13 together a list of individuals that had not donated  
14 as much as we had forecasted in 2022. We were  
15 focused on the shortfall and growing our revenue.  
16 This list is about 20 donors, 5.6 million short in  
17 what we had forecasted that we'd be receiving from  
18 them. We wanted James to discuss with them what it  
19 would take for them to feel comfortable making an  
20 investment in PV and increasing their donation and/or  
21 renewing their support. James did not receive this  
22 well, got very angry at both Barry and myself.

23 The following day, James called to express how  
24 dissatisfied he was with what I had done in his  
25 office the day before and one of the -- part of the

1 discussion was around communication and staying on  
2 top of all the messages and things that are floating  
3 around. And I expressed that there was multiple  
4 channels, I do have difficulty at times finding  
5 everything because we have it in Telegram, we have it  
6 in Teams, we have it in e-mail, etc. It was just  
7 being bullied because I didn't deliver.

8 In any case, one of the things that's occurring  
9 and that I'm hearing over and over again is that we  
10 have a reputation among our donors that we look at  
11 them as an ATM machine because we're not really  
12 treating them as partners, we're not cultivating  
13 relationships. An example of that is after a recent  
14 Palm Beach event, we were introduced to a new  
15 process. We developed a list for James to call so he  
16 could personally call and thank them for coming and  
17 getting to know them. One of the [indiscernible] he  
18 met was potentially [indiscernible], that is an  
19 individual who hasn't given to us in the last couple  
20 of years, but she took time out of her schedule even  
21 though she had a dinner later that night to come and  
22 see us. We wanted him to call and just thank her.  
23 He chose not to do that, that was not something that  
24 he wanted to do.

25 In addition, we had sent out -- we called

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1 everybody, we thanked everybody, we sent them a  
2 follow-up e-mail thanking them for being at the  
3 event, included a donation link. We actually got  
4 feedback -- we got some donations, we also got  
5 feedback, some messages that they appreciated the  
6 e-mail that we had sent them. They subsequently the  
7 following week asked us to send an e-mail to all of  
8 the donors who we had left a voicemail that we had  
9 not yet spoken to and we were following up  
10 [indiscernible], we were following up to call to talk  
11 to them. He wanted an e-mail to go out with a  
12 five-figure ask in the e-mail. I and the DVO team  
13 did not think that was appropriate or a good idea,  
14 and later in the afternoon, after the DVO team had  
15 finally settled on that, James called and was  
16 reprimanding me for not wanting to send that out, the  
17 e-mail with the five-digit ask. He asked me why, I  
18 said I didn't think it was appropriate, that's not  
19 the way you cultivate a relationship.

20 During the course of that conversation, I was  
21 [indiscernible] to being the reason that there's such  
22 low morale in the entire company, not just the  
23 [indiscernible], but the entire company. He also  
24 suggested that if I don't like the way things are,  
25 "There's the door, you can leave the company." We

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1 were ordered to go ahead and do that, we drafted it  
2 up and he wanted to review it. I sent it to him a  
3 few hours later, he got back to Tom to let Tom know  
4 that there was a misunderstanding and that isn't what  
5 he had said at all. The treatment at that point in  
6 time with that call, [indiscernible] came in from  
7 next door to apologize for how we were treated when  
8 James called to [indiscernible] to the event.

9 There's other specific incidents -- and some of  
10 this is not that easy to share, but this is feedback  
11 that I'm getting more frequently and more  
12 consistently. So I just wanted to make the statement  
13 this is what I'm being told, this is what I'm being  
14 told by donors who have called. There was an event  
15 in Greenwich, James was an hour and 15 minutes late.  
16 There were individuals who were dissatisfied because  
17 he did not apologize for wasting their time, as well  
18 they were [indiscernible] to say that the dress of  
19 his girlfriend was not appropriate, and James asked  
20 Tom and I to come to office to discuss that. I said  
21 that she probably was not appropriately dressed for  
22 an afternoon event in Greenwich on education.

23 We also had been at other events and the  
24 individuals attending the events had also commented  
25 on James' girlfriend. And in Charleston,

1 particularly, we had a private dinner, there was  
2 assigned seats, and his girlfriend did not want to  
3 sit where she was assigned, and they asked and just  
4 refused to go where she was supposed to sit. And it  
5 was embarrassing because we had guests and we need to  
6 have some level of listening to who's hosting.

7 Recently there's been several new processing  
8 donors who have shared that they were having  
9 conversations with his girlfriend where she's talking  
10 about raising 5 to \$10 million and having individuals  
11 at dinners and lunches who are ready to write checks  
12 for 1 million to \$10 million and that there was no  
13 tact or finesse coming from his girlfriend. The  
14 reason I'm bringing this up is it's reflecting poorly  
15 on Project Veritas's reputation. I understand that  
16 you have a personal life and you do have individuals  
17 that you're going to be with, but if they're brought  
18 in to part of the company, then we cannot afford to  
19 have this kind of information going around or look  
20 going around, because if you're talking about Project  
21 Veritas, the donors need to be comfortable in what  
22 they're investing in. I have suggested to these  
23 individuals that they need to share this back with  
24 Director James, if they're not willing to write a  
25 check, but it's becoming more and more common to hear

1 this kind of feedback.

2 Other donor examples, recently in Miami, James  
3 was very dismissive of a donor. They wanted to talk  
4 about a certain subject and James was just focused on  
5 a recent FI and wanted them to watch that, and his  
6 demeanor was just not -- it was just disturbing how  
7 he was treating them versus really listening and  
8 appreciating the fact that they just gave us a  
9 \$30,000 grant. He's not always hearing what the  
10 donor is saying.

11 There was a donor out in California who James  
12 had said he's going to fund an entire villa and pay  
13 for everything, and he started to engage with the  
14 donor. In fact, that was not what was happening.  
15 The donor was willing to fund a cash award for a  
16 whistleblower and the money was going to come out of  
17 normal -- his normal annual contribution to us.

18 So there was another incident where he asked  
19 for \$100,000 at the end of a dinner in December. The  
20 [indiscernible] form did not go through to the donor.  
21 I was given the task to follow up. James became very  
22 frustrated that they didn't have a form. When I  
23 followed up with the donor, the donor had not and  
24 still has not committed to giving us the \$100,000.  
25 We're not sure how much they'd want to give us,



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1 they're really assessing their relationship with us.

2 I believe PV deserves to be the best.

3 [Indiscernible] but to the team that is in place

4 that's really doing this tremendous work. In my

5 opinion, James is acting to the detriment of the

6 organization and our ability to grow. Barry was

7 brought in to help develop the platform and

8 [indiscernible] he began to put a structure in place

9 and really got into a routine, which James stopped

10 after the effort being called that we tried to do

11 with James.

12 So I think [indiscernible] media organization

13 that can be, we have the most talented team I've seen

14 since coming to PV and hope the board can make a

15 decision to allow the company to flourish. I don't

16 believe that James is in a management position of

17 controlling individuals that's going to allow that to

18 happen. I thank everybody for the opportunity to

19 speak, and if there's any questions or clarification

20 --

21 SPEAKER: I have one question.

22 SPEAKER: Okay.

23 SPEAKER: This is Joe [indiscernible]. Thanks

24 for all your testimony here today. Can I ask: Do

25 you think that James is good at anything? And if so,

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1 what are his strengths?

2 SPEAKER: James is good at being the face of  
3 PV, at talking about what it is we do and what we  
4 accomplish, talking about the story. But managing  
5 the people and interfacing the donors, he's not  
6 developing relationships, and as I said, Joe, in the  
7 last four to six months, that has been very  
8 pronounced.

9 SPEAKER: Joanne, thank you for your  
10 information. You and I spoke very briefly yesterday,  
11 and I hope you got some assets, sorry you were late,  
12 and I'm sorry about -- I was just worried about the  
13 shortness of time we have, and I apologize profusely.  
14 You're under enough pressure. Can you comment on how  
15 this has affected you personally?

16 SPEAKER: So I typically have said that this is  
17 my third career, and I absolutely love being a part  
18 of Project Veritas, but especially the last six  
19 months, it has been a constant stress ball. I  
20 typically get into the office around 6:30 in the  
21 morning, I stay until 8:00 or later, traffic quite a  
22 bit, and that was all great, and meeting new people  
23 and talking about what Project Veritas brings to the  
24 table is great. It's becoming harder and harder to do  
25 that, and I've experienced the mistreatment of

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1 employees and also the mistreatment of donors. I  
2 mean, it's just not right. I can't sincerely ask for  
3 a large amount of money knowing that potentially  
4 we're wasting the money and we're not really being  
5 the best we can be in our mission.

6 SPEAKER: Joanne, you mentioned retention. You  
7 cited Clarice who was there for two weeks. You've  
8 been involved with PV for quite a few years. Have  
9 you seen an acceleration in turnover?

10 SPEAKER: So I'm not sure I can answer that.  
11 As I said in the beginning, I've never seen so much  
12 turnover in any role that I've ever been in. I spent  
13 years in corporate and had my own company. I've  
14 never seen turnover like this. You can't disagree.  
15 You are bullied, it's not something that I've ever  
16 experienced before, and there's a lot of turnover.  
17 If you look at who's here now, many people haven't  
18 been here. I've been here two years, a little over  
19 two years, and I'm probably one of the longer  
20 longevity people.

21 SPEAKER: Do you have a feeling that after -- I  
22 believe we already discussed -- the Tuesday meeting  
23 and peoples' reaction to sort of the violence of that  
24 with the berating, do you have a feeling that if  
25 you're talking to an employee from the office most

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1 frequently that people are [indiscernible]?

2 SPEAKER: I think if there's not a change,  
3 there will be a mass exodus. Everybody is committed  
4 to the mission, which is why we've approved so much  
5 of this mistreatment, but there's a point where it's  
6 a breaking point, and I think a lot of people believe  
7 after now having spoken up, it's in James' hands.  
8 We've gotta find something new, anyway.

9 SPEAKER: Understood.

10 (Simultaneous speaking)

11 SPEAKER: Go ahead, Steve.

12 SPEAKER: I'm giving you a crystal ball. If  
13 you can change something today, what is it you'd  
14 change and why?

15 SPEAKER: I would ask that Tom and Barry and  
16 Dan be given the opportunity to structure the  
17 company. It cannot be a flat company. It's not  
18 going [indiscernible], and James focus on journalism  
19 and what he's excellent at, writing books, and allow  
20 the company to be structured [indiscernible] in place  
21 that have improved, the journalism has improved. I  
22 think Barry and Tom have experience in the marketing  
23 and the development side and the platform side with  
24 what we're trying to create and grow. Allow that to  
25 happen and see where PV can go. It's not that James

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1 -- James founded a tremendous organization, we have a  
2 tremendous brand, and we've built on a story. One  
3 person can't manage the full thing, and that's what's  
4 happened.

5 SPEAKER: I know. I managed 75 people and 200  
6 people, and delegation is absolutely imperative.

7 Question: You mentioned one event, I think it was on  
8 Palm Beach Island, was it [indiscernible]?

9 SPEAKER: Palm Beach, yeah, that was  
10 [indiscernible]. I'm sorry, Steve, you're breaking  
11 up.

12 SPEAKER: I've been going in and out on this  
13 Zoom thing. Thank you very much.

14 SPEAKER: Thanks, Joanne.

15 SPEAKER: Thank you all.

16 SPEAKER: Thank you, Joanne.

17 SPEAKER: Buh-bye.

18 SPEAKER: John Sullivan, are you able to let in  
19 Jonathan Bailey?

20 SPEAKER: Yeah. I need to let Stephan know,  
21 he's the moderator.

22 SPEAKER: I just hang up, right?

23 SPEAKER: Yeah, Joanne.

24 SPEAKER: John Sullivan can do that, too.

25 SPEAKER: It ends in 5377.

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1 MR. O'KEEFE: How many more people do we intend  
2 to hear from? Just a question --

3 SPEAKER: I'm not seeing a 5377 in the queue.

4 MR. O'KEEFE: Point of order: How many more  
5 people do we intend to hear from?

6 SPEAKER: I mean, certainly all the people who  
7 have requested to speak given the time issues, but I  
8 think we should hear from a few more people in  
9 different divisions of the company, not just  
10 development.

11 SPEAKER: I'll waive to that point and say  
12 until the board decides that discussion is over.

13 SPEAKER: I personally am inclined to continue  
14 until -- as long as we can. If people have to leave,  
15 we'll be recording them.

16 SPEAKER: I see a 904 number ending in 5377.  
17 They're in the waiting room.

18 SPEAKER: [Indiscernible] because I do have to  
19 get moving.

20 SPEAKER: Yeah. I mean, Steve, I understand,  
21 it's going to be very tough to get people together  
22 again.

23 SPEAKER: Hopefully we can keep going. I'm  
24 taking my iPad, which is what I'm Zoomed in on in my  
25 car, and I'll take it with me.

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1 SPEAKER: Okay. 904 number ending in 5377.

2 They're let in.

3 SPEAKER: I think people have a right to speak

4 given that they do not feel heard. This is the first

5 time they're having an opportunity.

6 SPEAKER: It looks like 5377 is in.

7 SPEAKER: Jonathan Bailey, please just address

8 your topic to the board.

9 SPEAKER: Before he does that, I just want to

10 read quickly from the handbook. Retaliation, it's

11 strictly prohibited. The company's policy also

12 strictly prohibits any form of retaliation against an

13 employee because the employee complained about

14 harassment or discrimination. Just wanted to get

15 that out.

16 SPEAKER: Thank you, Joe.

17 SPEAKER: Hello, everyone. Is it okay if I

18 just kind of say why I'm here today?

19 SPEAKER: Absolutely.

20 SPEAKER: So I'd like to preface this by saying

21 that I personally have not endured the brunt of what

22 was discussed today. Honestly, James has only ever

23 been kind to me. My colleagues have explained to me

24 that that's because I'm new here. I've been with the

25 company about six months, and quite frankly, there's

1 nowhere else I'd rather be. I have the utmost  
2 respect for James and recognize every day that he's  
3 in an unenviable position what with the pressure he's  
4 under and the persecution he faces with all firms.

5 That being said, these are precisely the  
6 reasons behind the mistreatment of employees.  
7 Specifically last week, I was in a room and witnessed  
8 an incident where I honestly, afterwards, I just had  
9 to go outside and take a deep breath. I contemplated  
10 [indiscernible] to be compelled to disagree morally  
11 or ethically when doing so may result in termination.  
12 Essentially the entire development staff is agreeing  
13 on something that we thought was very important and  
14 everyone was basically told, "It's my way or the  
15 highway. If you don't like it, you can leave," which  
16 just kind of hurt morale in a big way, and I think  
17 it's during [indiscernible] it's been frustrating.

18 I very recently have joined the development  
19 team, and in my short tenure there, a lot of donors  
20 have expressed frustration about they don't want to  
21 pay for things like the Project Veritas Experience or  
22 things like that, and it kind of makes me feel like  
23 it's a [indiscernible] sometimes. It's not easy to  
24 say no to James. So when compelled to do so for  
25 whatever reason, people fear they might lose their



1 jobs, and I worry especially lately when it might be  
2 me to be berated in front of my colleagues.

3 Again, I can't imagine the pressure James is  
4 under, so I've always kind of assumed that that's  
5 just an outlet for that. We all love and respect  
6 James, but we're all here for the mission, and I  
7 think this is why this is happening. I don't know  
8 what the solution is, but I do know we need to  
9 address it somehow to be able to maintain an  
10 atmosphere where we can all focus on getting our  
11 meaningful work done.

12 Eric [indiscernible], I don't know if he's  
13 speaking to you guys or has or what, but I've had the  
14 pleasure of working directly for Eric since I  
15 started, and that guy is a powerful, tireless force  
16 for PV, and for his own sanity, he might leave the  
17 company, and that just breaks my heart. I just don't  
18 want to watch these valuable, wonderfully dedicated  
19 people just disappear, and I feel like I'm kind of  
20 awaiting my turn at the same seemingly inevitable  
21 result. That's really all I wanted to say.

22 SPEAKER: What is your feeling on peoples'  
23 views of the tenability, continuing this way versus  
24 departures versus change? What would you recommend  
25 for change? If you believe that people are looking

1 to leave, since you are in the office, you speak to  
2 people all the time.

3 SPEAKER: Honestly, I actually already have  
4 spoken to James a little bit. I actually was  
5 compelled to write my own letter to James, just a  
6 short one, just to say, "I don't know exactly what's  
7 been going on, but it's wall-to-wall in that building  
8 right now. People are thinking about leaving because  
9 they're frustrated." It's a lot of people, and a lot  
10 of my colleagues that I respect and admire and learn  
11 a lot from are thinking about leaving. And again, I  
12 don't know what the answer is, but it's definitely  
13 untenable, I'd say.

14 I don't know if it's really my place to speak  
15 in favor of ex employees or employees thinking of  
16 leaving, but it just feels like PV might always stay  
17 in this perpetual state of [indiscernible] and never  
18 have like a core force [indiscernible] the next big  
19 hurdle.

20 SPEAKER: Is there anything else you'd like to  
21 add about what you see and the culture of the  
22 organization or management?

23 SPEAKER: I don't know. I mean, I've been  
24 wrestling with this for days, and it's just -- I'm  
25 stressed. I apologize, it's hard for me to think

1 clearly right now. Just we all care, we all care  
2 about the mission. That's why we're here. We just  
3 want to make sure that -- I don't know. To be  
4 completely frank, maybe I'm not qualified to make  
5 this assessment, but I just think things might be  
6 better if James wasn't specifically -- James, if  
7 you're not specifically involved in personnel  
8 management. I don't know if that's the answer, but  
9 that's one thing I can see might alleviate a lot of  
10 these problems. We talked about that briefly, James  
11 and I the other day. It seemed like he was receptive  
12 and was contemplating.

13 SPEAKER: You made mention of the infraction as  
14 you were I think the first one to approach him and  
15 share your feelings about the culture and the  
16 environment in the office. I salute your  
17 forthrightness and transparency.

18 SPEAKER: That's the thing, I didn't want to  
19 have any secrets between me and James and anybody  
20 else. We're a team. I just -- it needed to be said.  
21 You could feel it. If you were there, you could have  
22 felt it. It sucks James was busy at that moment  
23 because maybe it would have gone differently and  
24 maybe if everybody was [indiscernible], I don't know.  
25 In our conversation, it seemed like James was open to

1 the criticism. He didn't react emotionally. He  
2 heard what I had to say and it seemed like he  
3 appreciated my reaching out and assured me that I  
4 wouldn't be fired for something like that, but then  
5 it essentially came down to the same thing that got  
6 what I believe led to the firing of Tom Barry, which  
7 is just you do have to agree ultimately. Regardless  
8 of your experience and your personal thoughts on the  
9 matter, you do ultimately have to agree or it's your  
10 job. That's how people are feeling right now, and it  
11 just feels antithetical to what we stand for, and  
12 it's just frightening.

13 SPEAKER: Do you believe that there's currently  
14 any building consensus within the groups and then  
15 within the groups, what they determine  
16 [indiscernible]?

17 SPEAKER: Can you rephrase that question?

18 SPEAKER: Do you believe that there's any  
19 consensus building among the business  
20 [indiscernible], development, and management?

21 SPEAKER: Yeah, for sure. I mean, it seems  
22 like everyone expects some type of change and almost  
23 everyone at HQ. I don't think this really affects  
24 the wonderful journalists we have on our team. Most  
25 of their time is in the field, we don't really see

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1 them too often. I can't speak for other departments.  
2 But yeah, there's definitely a lot of frustration in  
3 multiple departments in the building, comms, DVO,  
4 finance, production. I think people, our instinct in  
5 the moment is to kind of endure it, and just if  
6 there's a moment where people feel like they're being  
7 [indiscernible] unfairly, we all kind of just  
8 discreetly apologize for them to each other and keep  
9 our heads down and just keep the ship moving. But --

10 SPEAKER: Have you observed let's say stark or  
11 clearer distinction -- has HQ -- when James is in the  
12 office versus the field, is there a [indiscernible]?

13 SPEAKER: I hate to say this, like it actually  
14 breaks my heart to say this, but we get more work  
15 done when James isn't at HQ. I don't know -- sorry,  
16 go ahead. I was just going to say, I don't even know  
17 really what I'm advocating for here, because  
18 obviously I believe PV -- James is the face of PV,  
19 and people watch more of our content if his face is  
20 in the content. We can measurably prove that, that's  
21 important to add. I don't know. I mean, I know that  
22 there's less anxiety in the office with James  
23 elsewhere doing stuff that's important for him to be  
24 doing

25 SPEAKER: Thank you.

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1 SPEAKER: That's my [indiscernible].  
2 SPEAKER: Thanks, Jonathan.  
3 SPEAKER: Let's keep it moving. If there's no  
4 more questions, let's [indiscernible].  
5 SPEAKER: I don't know if you can hear me.  
6 SPEAKER: My name is [indiscernible]. I've  
7 been working for Project Veritas since January of  
8 2019. I was hired as an undercover journalist  
9 originally and I transitioned to the IT team around  
10 the end of 2020. At that point we've had  
11 [indiscernible] as the IT director. We made a move  
12 to bring in an individual named Michael Schaffer who  
13 was going to be the permanent IT director at the time  
14 to look over [indiscernible] and myself.  
15 [Indiscernible] said [indiscernible] at that point,  
16 which left Mike to be by himself, and when Mike --  
17 Mike had basically one day of good work at Project  
18 Veritas. After that -- I was the only one helping  
19 out Mike in the IT department. It was just me and  
20 him . Whenever there was a problem, it was me and  
21 Mike [indiscernible] James.  
22 I'll never forget -- and it's my fault, I let  
23 it occur multiple times. I was young at the time. I  
24 mean, I still am, but I've learned a lot, and I  
25 watched as one time -- James used to hate the word

1 process. He didn't like the word process for some  
2 reason. Mike would tell me something IT related, I  
3 didn't know at the time [indiscernible], but Mike had  
4 said to James that, "There needs to be a process for  
5 this," wherever he was trying to push it forward  
6 without like going the right way you should be going.

7 I understand some people don't understand the  
8 IT world. I get it, it's different, but the minute  
9 he had said that, unfortunately, James had like the  
10 ultimate [indiscernible]. And every day, Mike  
11 Schaffer -- I don't know what he did -- the minute  
12 James saw him, the minute it was ever  
13 [indiscernible], it was just anxiety driven ridicule,  
14 and in front of people, and it was horrible because I  
15 wanted [indiscernible], but at the same time, I was  
16 -- I'll be honest with you, James is my friend. I  
17 love James. This is nothing against James. I hate  
18 doing this. I actually -- it gave me anxiety to come  
19 on the call. But I can't lie, Mike Schaffer fears  
20 coming to work every day. That man -- he literally  
21 told me one time, "I don't want to come in. James is  
22 a bully and I know he's just going to absolutely rip  
23 me apart in front of everybody else."

24 Nobody says anything, including myself. He  
25 just took it and took it and took it, and one day he

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1 finally got a new job, [indiscernible] IT director  
2 now, [indiscernible], but the one thing I  
3 [indiscernible] unfortunately when Mike left was that  
4 James liked Josh, and I was so happy for that.  
5 That's great. I literally prayed every night that  
6 James would like Josh so that I wouldn't have to deal  
7 with the anxiety every time I'd walk into the office  
8 and worry.

9 I think James -- James [indiscernible], I will  
10 tell you that straight up. He's been nothing but  
11 great to me. He's a great person, he's a great  
12 leader, and I still believe he's [indiscernible]  
13 Project Veritas forever, but I also can't ignore that  
14 -- it may not happen to me, but Mike was actually my  
15 friend, too, because he helped me learn to get to  
16 where I'm at right now, and it pains me every day to  
17 [indiscernible] he didn't want to come at all  
18 sometimes. He would be like, "Well, why  
19 [indiscernible]," Mike would [indiscernible], because  
20 it just sounds childish. It sounds like -- it was  
21 the truth.

22 Mike just couldn't wait to leave. He was like,  
23 "Listen, I with love Project Veritas. I believe in  
24 everything James does. It's nothing against anything  
25 he's built. I completely respect him, but I cannot



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1 get ripped apart every single day I come to work and  
2 fear my boss every single day." It's honestly the  
3 one time I've had the one-on-one interaction where  
4 I've seen James unfortunately not -- I don't know  
5 what to call it, it's either he likes you or he  
6 doesn't. And unfortunately, he didn't like Mike, and  
7 I got to see that side of him. It went from February  
8 2021 until Josh came on right before the  
9 [indiscernible]. So I went through months of it,  
10 [indiscernible]. At times I'd go to help James just  
11 so Mike wouldn't have to go in because I knew he  
12 would be a little bit easier on me and maybe I could  
13 get James [indiscernible] so that Mike wouldn't have  
14 to deal with that.

15 Now, I can't attest to anyone else's  
16 one-on-one, I'm not going to lie to you, but I will  
17 tell you this: My coworkers are my friends. I've  
18 been here five years in this place. That's like 20  
19 years. And I mean that in a good way, it's just the  
20 type of fucking work you do. Excuse my language.  
21 It's just the type of work you do. [Indiscernible],  
22 and I've seen the world in a completely different way  
23 than everybody, but it can't -- I've seen the role,  
24 I'm not -- I've walked out people when they're fired  
25 countless times way more than I've put new equipment

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1 in their hands. And I don't mean that in a bad way,  
2 but it's just the truth.

3 Like I said before, I love James, but -- he  
4 literally is one of my closest friends, and it pains  
5 me. It pains me to this day. It pains me, I hate  
6 it, but I can't sit there and let what happened to  
7 Mike happen to other people that I care about. I see  
8 it happen. It happened to Mike for a short period of  
9 time, but I've seen it trickle down. It's not me.

10 Like I said, I don't get any of it, maybe it's  
11 because -- I don't know, but I've seen it. I've seen  
12 it with my friend. I've seen people have  
13 disagreements and people that think differently, but  
14 that's what makes our organization so great, that  
15 people can have the courage or at least be able to  
16 feel confident that they can at least speak up and  
17 have a difference of opinion.

18 Now people don't feel that way. Now people  
19 feel that if they have a difference of opinion and he  
20 doesn't like it, then they're going to deal with shit  
21 and they're going to get ridiculed and ripped apart  
22 in front of everybody else and nobody is going to say  
23 anything. And I'll be honest with you, nobody says  
24 anything. Nobody said anything for years because  
25 nobody wants to deal with that shit. Nobody wants to

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1 deal with that. It's sad that we're at this point,  
2 but [indiscernible] opinion and be the way it is, to  
3 continue and fight the good fight and have the goal  
4 and push that we have. We can't have roll over like  
5 we do. It's just the truth. It's just  
6 inevitability. I'm telling you, it's what I've seen.  
7 I see it. I'm the person that -- I'm the one that  
8 [indiscernible] people. I see it all the time.  
9 "This person, [indiscernible], why is this person  
10 getting fired?"  
11 It's like there's more firing than hiring, and  
12 something needs to change. I don't know what it may  
13 be, but I honestly -- I want to say that I do  
14 believe, like I said earlier, James is still the face  
15 of this company. He built it, I'm not taking  
16 anything away. I can never deal with or wake up  
17 every day and feel -- the closest I ever felt is when  
18 I woke up today and [indiscernible] by that job and I  
19 had to go and get his devices myself and I saw the  
20 newscast and it finally hit me. I was like wow, this  
21 is actually atrocious. Holy shit, these people are  
22 horrible people. I can't imagine waking up and  
23 dealing with this. So I'm not taking anything away  
24 from him when it comes to that at all.  
25 Like I said, he's my friend, but at the same

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1 time, I can't BS around with IT. IT, my friends and  
2 colleagues, one, they don't feel confident in ever  
3 saying their difference of opinion at all. They  
4 think they'll be ridiculed and belittled in front of  
5 everybody else and that nobody else will say  
6 anything, and two, they just feel like the company is  
7 not focused fully on what we should be focusing on,  
8 like what we should be doing, Project Veritas work,  
9 which is undercover journalism. That's what we were  
10 hired for, and that's just the honest truth.

11 SPEAKER: Your first name is Andrew is it?

12 SPEAKER: Angelo.

13 SPEAKER: Okay.

14 SPEAKER: Focusing on undercover journalism,  
15 [indiscernible], the [indiscernible] and the asking  
16 and I get it, I get it's James -- it's his  
17 [indiscernible] away from all of this, which everyone  
18 should have. Everyone should have something that  
19 takes you away from work and your life and you can  
20 enjoy something. I understand that, but when you  
21 pull people -- like when we got pulled to do  
22 Oklahoma -- I'm a team player, I get it, especially  
23 I'm IT, I gotta be a team player, I gotta make sure  
24 everything works, but I'm sitting there, I'm like,  
25 "Why are we doing this? How is this helping PV?" No

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1 offense. I'm not comms, I'm not production, but I  
2 can go on a comment on Instagram, I can go on the  
3 comments in YouTube, I can go to the comments and  
4 just read what people say when we do these things.  
5 They don't think it's attractive to the brand, they  
6 don't think it helps what we're doing fighting the  
7 fight, and they honestly get turned off by it. They  
8 think it's just not Project Veritas. It's one thing  
9 for James to be doing it. That's all fine, I have  
10 nothing against that, but the people that were hired  
11 in this company were hired to be doing undercover  
12 journalism. [Indiscernible] for those types of jobs,  
13 and I feel like that's not where we're going when we  
14 do these -- I'm not going to say I didn't enjoy it,  
15 I'm not going to lie and say I didn't enjoy it, but I  
16 will say that I thought the whole time, "How does  
17 this help PV?" Because he thought it was helping PV.  
18 I didn't see any, "Okay, we did this, now we brought  
19 in this amount of money," or anything,  
20 [indiscernible]. But it's just the truth, and that's  
21 what I have to say.

22 SPEAKER: I really appreciate your thoroughness  
23 and candor and you addressing many things. One thing  
24 I wanted to ask, because that five years, you're over  
25 three times longer tenure than the average person at

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1 PV, which is about 1.4 years at average turnover; is  
2 that correct? That's what I've been told. You  
3 commented on the turnover. Kind of two questions.  
4 One is -- some outsiders -- let me ask the first  
5 question that I have, the main one: In that five  
6 years, you talked about the FBI rate and all these  
7 extremely stressful [indiscernible] in the last year;  
8 have you seen a change -- has that behavior always  
9 been there or have they amplified from stresses?  
10 Understandably -- most human beings couldn't handle  
11 anywhere near the stresses that James and all of you  
12 have been under, so I salute you and I salute James  
13 for that. Have you seen a change in the quality or  
14 quantity in some of the issues that you've brought  
15 up?

16 SPEAKER: I honestly believe that when we  
17 started, first started, I remember when I first  
18 started in Project Veritas to now, so 2019 to now and  
19 everything that's come from there, from the  
20 [indiscernible] case, to the Minnesota  
21 [indiscernible], so that's when I really started --  
22 [indiscernible] it was a lot. It was a lot for me.  
23 I would come home and talk to my friends overwhelmed  
24 and I'd tell them [indiscernible] story about what  
25 was happening and it was overwhelming for them to

1 even hear. I understand the overwhelming and  
2 emotional part of it, it was for all of us, but I  
3 honestly think when we hit the Minnesota story and  
4 from then on, the stress level has picked up. It  
5 went from -- [indiscernible] in a good way. It  
6 wasn't like [indiscernible] you don't have to worry  
7 about getting yelled out or something. It never used  
8 to be like that. The work was fine, it was just with  
9 the stress and everything, it's natural, but you have  
10 to catch yourself.

11 I honestly -- I don't know if James realizes,  
12 but we are his friend, whether he likes it or not,  
13 because we're around him the most and we care about  
14 Project Veritas, which he built. [Indiscernible] and  
15 he does most [indiscernible], but a lot of the times,  
16 sometimes he doesn't, and it's just the truth. And I  
17 get it, he's the boss and CEO, I completely respect  
18 that. But when people can't feel free and give their  
19 opinion and [indiscernible] if everybody votes  
20 [indiscernible], then that's the way it is, it's fair  
21 and square, but at least you were able to voice your  
22 opinion confidently and respectfully. But now it's  
23 not like that. People don't feel confident.

24 The only time when people feel confident is  
25 when everybody at the company is in one

1 [indiscernible] because you kind of have so many  
2 voices that people will always speak up for each  
3 other, but when you're [indiscernible] James is  
4 coming around, I'd say about 25 people in the office,  
5 after a while, people are just like, "I don't feel  
6 like getting yelled at." And I get it and I  
7 understand that, but it shouldn't be like that, and  
8 that's the way it is, unfortunately.

9     Getting back to what you said, I honestly would  
10 say yeah, of course, right when November 2020 kicked  
11 off and we started [indiscernible] and they really  
12 saw, in my opinion, saw our full [indiscernible], and  
13 that's why they went full throttle to stop us, that's  
14 when all the stress and anxiety kicked in, rightfully  
15 so. I'm not taking that away. I'm not saying that  
16 that's normal. It is. But you have to learn that  
17 you have to respect your employees, too, and their  
18 opinions. You can't just lash out on them because --  
19 I get it, it's easy for me to say because I don't  
20 have that stress. It's easy for me to say you can't  
21 go off on those people because you're not dealing  
22 with that, but you have to, because that's what a  
23 good leader would do, they would check themselves.  
24     A good role of [indiscernible], we make  
25 mistakes. There will be times where you might have



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1 yelled at someone and you shouldn't have, and when  
2 you realize that, maybe somebody needs to tell you  
3 that, because I've tried to talk to James about this  
4 stuff, but I'll be honest with you, I don't want to  
5 -- I've seen [indiscernible], I don't want to be on  
6 that end of the stick. I really don't. I like  
7 Project Veritas and I like having that conversation  
8 and being able to talk to him. And I tell him stuff  
9 in confidence and he's told me in confidence, too,  
10 but at the same time, I've seen my colleagues, and  
11 it's just wrong, and I can't just sit back and say  
12 whatever happens happens. I've been here for a long  
13 time, I love this place, but it's just the truth. I  
14 had to say what I needed to say there.

15 SPEAKER: Thank you so much.

16 SPEAKER: [Indiscernible], everyone knows  
17 [indiscernible], have you thought about  
18 [indiscernible]?

19 SPEAKER: The honest truth is, I told everyone  
20 the only way I'd ever leave this company is if I was  
21 fired or something ridiculous happened, but we're at  
22 a crossroads. I'll be honest with you, there's a  
23 crossroads right now, because I can't be like --  
24 because you're going to drive away people that are  
25 good for this company that help the company and help

1 spread the word of undercover journalism and all the  
2 [indiscernible] that we do. And when we're at this  
3 crossroads where you can't keep going down the same  
4 path, it's just atrocious. It's not going to build  
5 the company. It's going to break it down and and  
6 deteriorate it.

7 There needs to be a change. That doesn't mean  
8 -- I know James, just like he probably knows a lot  
9 about me, and one thing I know about James, it's not  
10 going to be like take some time and come back and go  
11 back to what you do. He's not going to change. He  
12 needs to learn that okay, maybe -- you built the  
13 company. Don't get me wrong, I understand that, but  
14 it's 2023 now. Like you can be the face and you can  
15 still do the undercover journalism, but in my honest  
16 opinion -- and like I said, I'm just an IT guy, okay?  
17 I'm giving my opinion. It may mean nothing, but you  
18 can't just [indiscernible]. I respect Tom and I  
19 respect Barry, and I've only known them a couple of  
20 months. There's one thing I've learned about that  
21 guy. That guy's got plenty of freaking money. He  
22 does not need to be doing what we're doing, he does  
23 not need to be helping us. I think of it like Trump.  
24 Like Trump didn't need to go and run [indiscernible],  
25 and this guy Barry, he can be chilling, not worrying

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1 about anything, but he took the time out of his day  
2 to come out and work for us and help us, especially  
3 help our development team that obviously needs help  
4 and your [indiscernible].

5 It's like being at a park and somebody says,  
6 "Hey, let's go play basketball," and they  
7 [indiscernible], "Yeah, let's go play now." It's  
8 unbelievable. It kills me. Like I said, I  
9 [indiscernible] Tom, Barry, just like I always do. I  
10 didn't [indiscernible] because I respect and I know  
11 James is the leader, but I'll be honest with you,  
12 with managing people, he's not good at it, he's not  
13 good at managing people. He just -- sometimes he's  
14 just too cruel. And I get it, you have to be stern,  
15 as a boss, and I get that, but it's to an extent,  
16 too.

17 [Indiscernible] and you're wondering why people  
18 don't have motivation to come to the office and  
19 motivation, why do you think that is? It's because  
20 they don't care about PV. We've got people  
21 [indiscernible] Eric posted about PV when he didn't  
22 need to be, he could be [indiscernible]. They don't  
23 feel comfortable at work, they just feel like they're  
24 going to get destroyed. [Indiscernible] yeah,  
25 whatever [indiscernible], so I don't have to worry

1 about getting absolutely ripped apart in front of  
2 everyone else.

3 I never even told James this. I said it to  
4 myself. I said, "Listen, I love James, but the day  
5 that that shit happens to me, I don't need anybody to  
6 stand up for me. I'm loud. I will not take it," but  
7 [indiscernible], I never had to take it.  
8 [Indiscernible], I don't know, but James is a great  
9 undercover journalist, he's a great leader when it  
10 comes to Project Veritas, but he's not good at  
11 managing people. He's not good at hiring and firing.  
12 In my honest opinion, I don't think he is.

13 I'm almost done. It can't be -- like I said,  
14 he can [indiscernible], but he can't be managing the  
15 people when he comes back. He can still be the  
16 leader and everything, but you can't be the one  
17 hiring and firing. He fired Tom. Like, I'm sorry,  
18 that's so stupid. It's so stupid. From an outside  
19 perspective, it's the stupidest thing ever. I could  
20 not believe. When I heard that, I could not freaking  
21 believe it. I'm so emotional because I care.

22 Like I said at the beginning of this, I respect  
23 James. He's my friend, I love him to death. Man, I  
24 don't care if he hates me after all of this. I don't  
25 care, my opinion will not change, but I have to say

1 something because I care and love my friends and  
2 colleagues as well. Thank you.

3 SPEAKER: You've been extremely clear. I  
4 really appreciate your extreme candor that you've  
5 exercised. What would you say to somebody who's  
6 outside who's not on our board that [indiscernible]  
7 James, just get ready for a lot of turnover, or  
8 somebody that said to me -- this is somebody else  
9 that said to me that's not on our board that would  
10 say, "You know, you don't understand nonprofits, they  
11 have more turnover than other organizations, and  
12 that's just the way they are," and some of us who  
13 have been on nonprofits would disagree with that.

14 SPEAKER: I have a question for you, Angelo.  
15 It's quick. Are you in charge of the social media  
16 accounts or is somebody else in charge?

17 SPEAKER: No, I'm not in charge of social media  
18 accounts. I don't have any passwords for social  
19 media accounts.

20 SPEAKER: Who's in charge of the social media  
21 accounts, do you know?

22 SPEAKER: I honestly -- I think it would be  
23 Eric, but I honestly do not know. Like I said, I'm  
24 not in communication. I don't have any information  
25 when it comes to who's in charge of the social media

1 accounts whatsoever.

2 SPEAKER: Okay.

3 SPEAKER: You can regard my question as  
4 rhetorical.

5 SPEAKER: Honestly, I don't know where else to  
6 like point the direction than the person that's  
7 hiring and firing. Some people of course deserve to  
8 get fired. Don't get me wrong, there are people that  
9 were fired that deserved it, but there are also  
10 people that got fired that I personally think didn't  
11 deserve it, and that's just my opinion on it.

12 But I'll tell you one thing, Barry and Tom  
13 definitely did not deserve to get fired. It's  
14 ridiculous. I don't care how you take it, I don't  
15 care if you don't like it, because I care about James  
16 enough that I will tell him the truth. I wouldn't be  
17 [indiscernible].

18 SPEAKER: Angelo --

19 SPEAKER: I was going to say anyway,  
20 [indiscernible] I was going to [indiscernible] no  
21 offense, James, I don't agree with firing Barry and  
22 Tom. You can do whatever you want, but I think it's  
23 a horrible decision for this company. I think it's a  
24 horrible -- it shows that we're just going to  
25 continue our high turnover rate because Barry was

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1 here for like three months or whatever. That's all I  
2 have to say.

3 SPEAKER: Thank you.

4 SPEAKER: This is Steve. Thank you so much,  
5 Angelo. You had the most compassion and  
6 forthrightness. Thank you.

7 SPEAKER: Angelo, I don't know if you can hear  
8 me, but thank you very much for your time and candor.  
9 It's extremely useful, and I have to say, somewhat  
10 amusing as well. Thank you very much.

11 SPEAKER: Thanks, Angelo. I won't screw up  
12 your -- or should I say fuck up your first name  
13 again, hopefully.

14 SPEAKER: Thank you, Angelo. Let's keep it  
15 moving.

16 SPEAKER: It's Stephan. It's 9728.

17 SPEAKER: Hey, Tom.

18 SPEAKER: Hey. How's it going?

19 SPEAKER: Tell everyone who you are, how long  
20 you've been with PV, what your role is, and what's on  
21 your chest.

22 SPEAKER: Yeah, sure. I'm [indiscernible], I'm  
23 one of the undercover journalists here. I've been  
24 here for just north of three years. And yeah, so,  
25 with everything that's come to light, I feel the need

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1 to speak out about some things that have happened  
2 recently that have troubled me and upset me in  
3 regards to James. The first one, the main one that I  
4 want to focus on, which is November 17th, I was given  
5 a call by a [indiscernible] at the time, and it was  
6 about noon, and he called and he said, "Hey, listen,  
7 James wants somebody in New York right now. It's an  
8 education subject. I can't find anybody else. And  
9 part of that, too, is I want your girlfriend to come,  
10 too. [Indiscernible] it's all taken care of, but we  
11 need that as a cover, because the idea was they know  
12 PV is here, we want you to be able to [indiscernible]  
13 on the education subject. You can't be affiliated  
14 with us and mingling with us while you're there  
15 because of that, but also, at the same time, you  
16 don't want to be the [indiscernible] at the bar."  
17 Now, I think immediately -- this is a weekday  
18 and my girlfriend works from home, and I think  
19 immediately, there's no way this is going to work,  
20 she's [indiscernible] all day. I end up talking to  
21 her. I said, "Let me get right back to you." I end  
22 up talking to her and she speaks to her boss and her  
23 boss made an exception for her. She ended up  
24 actually using her own PTO to take the day off to  
25 come with me to New York. So we slammed our bags



1 together, we went to New York, and we sat down at the  
2 bar and we started [indiscernible] subject, right?

3 Now, we saw a few people from PV, but they  
4 understood, which I was made very clear that everyone  
5 understands that we weren't to engage in everything,  
6 that was the whole point. So we're sitting at the  
7 bar, the Carriage Lounge in [indiscernible], and I'm  
8 listening. And my girlfriend's role is really just  
9 to be there as my girlfriend and just talk to a wife  
10 or something like that. So I'm doing my thing and I  
11 get to about where I have three contacts made of the  
12 education subject, and I look over to my right, and  
13 James was at the bar and he was like six feet away,  
14 and he's looking right at me and James is pointing  
15 towards the subject that he wants me to talk to, all  
16 right?

17 I knew what the plan was, so I tried to like  
18 not ignore James, but not engage, because I knew this  
19 was a dicey situation. Well, this touched into RC  
20 coming in and going to the other end of the bar. All  
21 of a sudden, James was engaging in the subject  
22 himself. So this quickly cleared out the bar, as you  
23 can imagine, but before that, James had a  
24 conversation with the man probably about six or  
25 seven feet away from me. Him and this guy had a very

1 brief conversation. The guy, I'm not sure exactly  
2 what was said, [indiscernible], and all of a sudden,  
3 I figured well, he's here, he's doing this, I'm going  
4 to get a B-roll shot. James is talking to somebody,  
5 I gotta get a B-roll shot. So I get a perfect B-roll  
6 shot and we go back to our room.

7 Well, James [indiscernible], and he was mic'd  
8 up and [indiscernible]. James never acknowledged the  
9 fact that his audio failed or anything. He was like,  
10 "Well, let's see what we got." We checked and there  
11 was virtually nothing. Very, very chopped up audio,  
12 didn't catch anything. So he wanted to check my  
13 B-roll. This turned into pulling up the B-roll, and  
14 it slightly caught the audio, but it didn't catch it  
15 enough to be able to do anything with it. Part of  
16 that was the bartender coming up and saying to my  
17 girlfriend, "Do you want another drink?" And she  
18 said, "Yeah, sure, I'll take one."

19 Well, we're back in the room and we discover  
20 that James makes it a point -- and this was an  
21 important moment -- that my girlfriend spoke over,  
22 and it was not only that, but I was responsible for  
23 not capturing the audio. In the hotel room, both of  
24 us got slightly lectured, including her, a  
25 non-employee, non-contractor, anything, somebody who

1 just came to help. We get lectured about how the  
2 audio -- we need to not talk whenever he's doing  
3 something. We need to be more vigilant. I should  
4 have done something else. It's never been my job to  
5 capture someone else's audio ever. That does fall  
6 under eavesdropping, actually.

7 So this happens, and I'm upset about it, but I  
8 don't really say anything. What really got me to the  
9 point where I wasn't going to be able to forget about  
10 it was whenever I started hearing other colleagues  
11 coming to me. I had two separate colleagues that  
12 came to me and said that James was talking bad about  
13 me and my girlfriend, specifically my girlfriend,  
14 behind our back. And the exact quote that I was  
15 given from a colleague was that, "It fucked the whole  
16 thing up," or something. "His girlfriend fucked the  
17 whole thing up talking over," something to that  
18 effect. I got that from two separate colleagues that  
19 told me that.

20 You could imagine how that made me feel after  
21 we jumped last minute. No thank you, anything like  
22 that. I just -- honestly, it really hurt because I  
23 didn't expect -- I never had any sort of treatment  
24 like that from James and I didn't think James would  
25 do something like that or talk behind the back like

1 that, especially when we didn't even get a thank you,  
2 but we did our job or I did my job and she came along  
3 and didn't have to and just felt very unappreciated.

4 The follow-up to that is that the whole  
5 [indiscernible] thing, I spoke up after we had the  
6 call with [indiscernible]. The [indiscernible] was  
7 departing and I spoke up and I know that  
8 [indiscernible] cut me off and he was like, "I  
9 appreciate it," and everything like that, but at the  
10 end of the day, nobody else really said anything.  
11 James [indiscernible], Dan did and everything, but in  
12 the end, acknowledged like part of what I said.

13 James didn't say anything as far as like indirectly  
14 to what I said, but he did call me later that night.  
15 I'm on my way to get my daughter and James  
16 calls me and he immediately tells me he wants to talk  
17 about what I said on the call. I just start talking  
18 to him the way that I talk and I could tell he was  
19 agitated, but he snapped after the first maybe  
20 sentence that I said. And I'm paraphrasing, but it  
21 was something very close to the effect of, "First of  
22 all, you don't gotta talk to me like you're at a  
23 fucking job interview." It was aggressive, and I was  
24 taken aback by it because I had never heard him talk  
25 like that. That was the first time I had heard him

1 speak to me like that. And I told him -- I said,  
2 "James, I'm just trying to talk to you about the  
3 situation."

4 This conversation went on as I'm driving to get  
5 my daughter for a while where James basically  
6 continued conflating my questioning of his decision  
7 to [indiscernible] and all the decisions that were  
8 made with not being mission driven or not being fully  
9 onboard, and that's the thing that I think is a  
10 perpetual problem. I think James is very  
11 [indiscernible] at conflating, having questions about  
12 his leadership with not being aligned with PV's core  
13 values and mission. And I just couldn't -- I  
14 couldn't disagree more. I ended up getting to pick  
15 up my daughter and she -- I told him, I said, "James,  
16 I gotta go. I'm getting my daughter right now," and  
17 he just said, "Have fun with your daughter," and hung  
18 up the phone.

19 I gotta be honest -- I want to share this,  
20 too -- since then, I haven't felt -- there's other  
21 things that I've heard from colleagues and  
22 experiences they've had. It's made me feel very  
23 uneasy about the company that once was my dream job.  
24 It doesn't feel like that anymore. I mean, I'm  
25 getting a little emotional talking about it, to be

1 honest. I come from a small town and this is the  
2 biggest break I've ever been given in my life, but I  
3 can only withstand a certain kind of treatment and I  
4 demand a certain level of respect. I just -- this  
5 literally has gone from my dream job into something  
6 where I can't even believe I'm on this call. It just  
7 feels very hostile. It feels like James has 100  
8 percent absolute control over everything. In the  
9 last six months, I've had two separate instances  
10 where -- this is another issue itself -- that I've  
11 had two instances where I've been given a release  
12 date for my content by Pam for content that I've  
13 worked on, one being I believe five months of  
14 investigating, I was given a release date, and I had  
15 cut-downs and drafts and subtitles and everything,  
16 and then James shuts it down at the last minute. So  
17 really, the editorial process is James says yes or  
18 no. That's just something that -- I really don't  
19 know what James doesn't have full control over. I'm  
20 sorry, did someone say something?

21 SPEAKER: No.

22 SPEAKER: Okay, my bad. It's just -- I'll wrap  
23 it up with this. I felt like especially the  
24 [indiscernible] situation, which hurt me the most,  
25 I've been thinking about this for a while. To me,

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1 our ethics and core values, I mean, I love this  
2 organization, I love what I do, I love everything  
3 about it. Do I feel good about looking for other  
4 jobs because I feel insecure about my job right now?  
5 No, I don't feel good about that. But I have a  
6 six-year-old daughter that I have to provide for. So  
7 stuff like this going on, I don't know if James is  
8 going to retaliate from what I said, I don't know  
9 what's going to happen with the company, but I fear  
10 it, and that's what I started doing, because I have  
11 no other option. And at the end of the day, my  
12 number one priority is to be able to provide for my  
13 daughter, whom not to mention I've spent countless,  
14 countless, countless weekends getting coverage for.  
15 I'm a partial [indiscernible], I only get her on  
16 weekends. I sacrificed times and arranged daycare  
17 and things like that so I can do this job, so I can  
18 pursue investigation, and I've just given a lot for  
19 this company.

20 So this is all very disheartening. From the  
21 [indiscernible] point, as I wrap this up, I just  
22 wanted to say that I felt like that was a classic  
23 example of breaking our ethical value number 10,  
24 which is being accountable. I feel like James will  
25 not hold himself accountable whatsoever for his

1 personal audio failing. I feel like he played the  
2 blame game, which isn't something that I haven't seen  
3 before out of James, and he --

4 SPEAKER: I have one question for you, it's  
5 really on a personal level. Are you a dance dad? Do  
6 you take your daughter to dance?

7 SPEAKER: Yeah.

8 SPEAKER: Good. That's my wife. Thank you.

9 SPEAKER: I've got a question for you. Go  
10 ahead.

11 SPEAKER: I was going to say, it's a lot, but  
12 it's still rewarding.

13 SPEAKER: I know.

14 SPEAKER: As an undercover journalist, are  
15 there any rules about having backup audio?

16 SPEAKER: Yes. So the rule is you should  
17 always have two forms of audio on you at all times.

18 SPEAKER: Did James have two forms of audio?

19 SPEAKER: No, and I wanted to say something,  
20 but he was already in the process of telling me it  
21 was my fault.

22 SPEAKER: I have nothing further.

23 SPEAKER: Thanks, [indiscernible]. It's great  
24 to [indiscernible] briefly the next day at lunch I  
25 think, it was so [indiscernible], and we appreciate



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1 your information and the sacrifices that you make for  
2 the job.

3 SPEAKER: Thank you, guys. I really appreciate  
4 it. I appreciate every one of you. And again, even  
5 taking this call is disheartening, and I love this  
6 organization too much to not do it. And the truth is  
7 paramount and that's what we're here for, and  
8 sometimes it's tough, but I would take this call a  
9 million times again because it's the right thing.

10 SPEAKER: Thank you.

11 SPEAKER: Thank you, guys.

12 SPEAKER: Stephan, can you hear me?

13 SPEAKER: Yes, I can hear you.

14 SPEAKER: [Indiscernible].

15 SPEAKER: 5354 is in. Is that Bethany?

16 SPEAKER: [Indiscernible] I'll mute.

17 SPEAKER: Bethany, are you on?

18 SPEAKER: Yes, I'm on.

19 SPEAKER: Please tell the board members and  
20 observers your name, what your role is, how long  
21 you've been with the organization, and then proceed  
22 to share with us whatever you want to share.

23 SPEAKER: My name is Bethany. I am a  
24 [indiscernible], and I've been with the organization  
25 since January of 2020, so just a little over two

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1 years. Whenever I was asked to speak before the  
2 board today, I immediately was overwhelmed with fear  
3 and anxiety. That's exactly why I did want to speak  
4 to you all today. The [indiscernible] Project  
5 Veritas is what I fully believe in [indiscernible] if  
6 it will help change the future culture of our  
7 organization because I care about it so much.  
8 I want to start by saying that I really do  
9 respect everything that James has done, no one else  
10 is doing for Project Veritas, and [indiscernible]  
11 James being the visionary [indiscernible]. It's the  
12 mission of PV. That's the reason why I've stayed  
13 with the organization as long as I have. In January  
14 of 2020, I just came to learn that [indiscernible]  
15 was created [indiscernible], Project Veritas. I came  
16 here [indiscernible] emotionally, [indiscernible], my  
17 personal life [indiscernible] mistreatment of me or  
18 my colleagues. While I was here, I've witnessed a  
19 lot of turnover. Our average is one and a half  
20 years. That's the same as the fast food industry.  
21 That's really unfortunate, because I've never been  
22 with a group of people who are more dedicated,  
23 mission driven, and overall just really incredible  
24 human beings. Not only have I seen it internally,  
25 [indiscernible]. This is happening at a rapid pace.

1 This is difficult for me [indiscernible], which  
2 [indiscernible].

3 So really I want to kind of go to a few  
4 examples. In 2020, there was a concern of a mole in  
5 the office leaking information to the public. So  
6 [indiscernible] travel to headquarters, so I had to  
7 fly to [indiscernible]. We were interrogated by two  
8 private investigators who were hired to find the  
9 mole. So during the interrogation, I was told by the  
10 two PIs who questioned me [indiscernible] as well as  
11 the fact several of my colleagues had expressed  
12 confidence that I was not the mole, then at some  
13 point James [indiscernible] questioned me a second  
14 time [indiscernible] at the time. Mainly he  
15 questioned my role at the organization. Then after  
16 the interrogation took place, staff were never  
17 provided with a conclusion about who the true mole  
18 was, that was even after staff asked a few different  
19 times [indiscernible]. After that whole experience,  
20 morale was so low, colleagues were questioning  
21 [indiscernible] if there was enough collaboration.  
22 It was overall a toxic work environment.

23 In 2020, also I suffered the emotional  
24 experience of miscarriage. I took about half a week  
25 off of work to physically and mentally heal from

1 that, but James was pretty adamant that he wanted me  
2 to return back to work and [indiscernible] at the  
3 time that he didn't give a fuck about my situation.  
4 [Indiscernible] in 2021, I learned that I was  
5 expecting a very healthy baby boy. I was incredibly  
6 afraid to tell James. I ended up telling Jen, who's  
7 head of HR, [indiscernible], to tell her. I  
8 immediately followed up with the anxiety about how I  
9 was afraid to tell James I was expecting a baby,  
10 how's he going to take this, is this going to impact  
11 my relationship and my employment. [Indiscernible] I  
12 shared the news with him and he definitely didn't  
13 take it well, but it was just another example of a  
14 [indiscernible] work environment and the culture.  
15 In December of 2021, when I was eight and a  
16 half months pregnant, I was actually brought in to be  
17 questioned by the FBI because I was pregnant at the  
18 January 5th rally, I was there with Project Veritas  
19 [indiscernible]. I never [indiscernible] from the  
20 FBI why they were interrogating me, but my belief is  
21 that they were trying to -- the FBI was trying to get  
22 me to provide donor names, which I never did.  
23 [Indiscernible] FBI [indiscernible] speaking with my  
24 attorney, I never heard one word from James showing  
25 encouragement or support. The next [indiscernible]

1 he said that he completely forgot that had happened  
2 and went back to the topic [indiscernible] at the  
3 time. It's ironic given the fact that's he never  
4 forgave a former colleague that worked in development  
5 and that he used to consider a friend, he never  
6 forgave him [indiscernible] by the FBI.

7 A more recent example, I had a [indiscernible]  
8 cultivation call with a brand new supporter, they  
9 gave us a six-figure donation for the first time  
10 [indiscernible]. [Indiscernible] that James had  
11 stated that we wanted this person to give seven  
12 figures this year. [Indiscernible] on the phone call  
13 it was more of a happy new year, thank you for your  
14 support last year, what can we do better, I'd love  
15 your feedback. The call went so well that the donor  
16 sent in a six-figure donation. I [indiscernible] to  
17 the donor, and immediately after we hung up, I called  
18 Tom and Barry to ask [indiscernible] because I knew  
19 that James was going to be upset with me about it.  
20 Barry and Tom were very [indiscernible] apologetic  
21 that [indiscernible] reaction for the six-figure  
22 donation, and that's just kind of the reality of  
23 working here.

24 So I think [indiscernible] Barry and Tom  
25 suggested and they found out that [indiscernible] and

1 that my colleague traveling with him that my donation  
2 was not to be celebrated because it wasn't seven  
3 figures and he didn't want to hear an excuse about  
4 [indiscernible] and that he even called Dan to  
5 discuss his feelings of displeasure and that he  
6 wanted to have a discussion with me in the future.

7 So the next time that I saw James was the day  
8 after we had a donor event, we went out to dinner.  
9 At the end of the dinner, [indiscernible] made a  
10 comment in front of the people at the table that he  
11 was not happy with the fact that the donor wasn't  
12 sending seven figures now. I tried to reassure him  
13 that I believe it would increase this year, it's only  
14 January, there's 11 months left in the year, and it  
15 wasn't my goal to intentionally not have them give  
16 seven figures in January. The way that he was  
17 speaking with me, I got some concerns with people  
18 that were sitting there, because afterwards I had  
19 some colleagues come up to me and say that  
20 [indiscernible] situation, "I apologize that James  
21 was speaking to you that way."

22 Recently, we had a [indiscernible] of PV for an  
23 event in [indiscernible] with 100, 120 attendees. I  
24 had to make follow-up contact that next week with  
25 about half of the list while the remainder of them

1 were either on James' or Barry's call list. Even  
2 though I established a relationship with these  
3 prospective donors, James demanded we send a mass  
4 e-mail asking each attendee for a minimum of \$25,000.  
5 [Indiscernible] CFO as well as the executive director  
6 all agree this was not the right position. James  
7 became verbally abusive to my team saying,  
8 "[indiscernible]," and if you have a problem with  
9 what he says, you have to go find somewhere else to  
10 work.

11 He made a statement that Joanne was the reason  
12 morale was so low and she was personally responsible  
13 for morale being low [indiscernible]. So it went on  
14 for several hours. James made it seem  
15 [indiscernible] even though we were all on the same  
16 page and he wasn't, but James never apologized for  
17 that. And also, I mean [indiscernible] with Barry,  
18 James needed [indiscernible] a few days later, Barry  
19 was wrongfully terminated [indiscernible] James. In  
20 terms of how James treats my team, he is very  
21 regularly wishy-washy, [indiscernible], never meets  
22 expectations. So [indiscernible] asking for a list  
23 of donors to contact [indiscernible] to not actually  
24 want to do those calls [indiscernible]. Then asking  
25 us for [indiscernible] to contact even though we

1 haven't [indiscernible], saying that we do not need  
2 to tell him how to handle donor [indiscernible] when  
3 it comes to his case load on strategy, but that also  
4 [indiscernible] because [indiscernible] because his  
5 time is so valuable and regularly [indiscernible].  
6 [Indiscernible] expectations are in terms of  
7 the money raised, we lost three different people on  
8 the development team, [indiscernible] nothing has  
9 [indiscernible] from a logical perspective, he  
10 increased it from 30 million to 35 million for this  
11 year, which is 13 million [indiscernible] what we  
12 raised in 2022. Then Barry and Todd [indiscernible]  
13 unrealistic goals, he just [indiscernible] he said 35  
14 million was going to be the goal because that's what  
15 he said. The internal [indiscernible] and especially  
16 [indiscernible] as a nonprofit [indiscernible] when  
17 we're trying to obtain [indiscernible] information or  
18 effective donation. Being late to VIP functions or  
19 events where people have paid to be and have time  
20 with James and they have [indiscernible] even though  
21 they paid for that; not showing up to donor meetings  
22 of wealthy prospects that he asked [indiscernible]  
23 because he was at the gym. Not actively listening or  
24 engaging with supporters when they speak to him,  
25 which is especially embarrassing for me when I'm



1 there, but especially [indiscernible] because they've  
2 donated a certain amount or [indiscernible] already.  
3 Looking at his phone during donor events or during  
4 donor meetings, [indiscernible] when they're speaking  
5 making them feel unimportant. Being rude by making  
6 abrupt and very aggressive asks when people barely  
7 know us and are trying to get to know us.  
8 [Indiscernible] donors, sometimes aggressively when  
9 donors have objections or questions about James'  
10 strategy, even though that's a normal part of the  
11 cultivation process. We want the donors to become  
12 more involved [indiscernible] questions or objections  
13 or try to figure out why we make the decisions that  
14 we do.

15 We have lost one of our supporters because of  
16 his behavior and they've kind of fallen off the grid.  
17 But because of all these actions, I think donors are  
18 realizing that they're being [indiscernible] and that  
19 they're transactional and [indiscernible] helping PV  
20 go to the next level. Increasingly [indiscernible]  
21 that they've given \$5,000 or \$10,000 donation that  
22 they've majorly invested [indiscernible] and really  
23 [indiscernible] money towards James' [indiscernible]  
24 and, "You should be investing in the investigative  
25 journalism." [Indiscernible] Project Veritas

1 Experience, we've lost quite a few supporters, but  
2 whenever these concerns were brought up to James, he  
3 said he was going to do what he wants to do because  
4 it's [indiscernible].

5 Donors have increasingly expressed concerns  
6 over James' judgment and decisionmaking, in  
7 particular [indiscernible], but also when it comes to  
8 his behavior, especially as of late, making remarks  
9 to me about [indiscernible] his arrogance and  
10 immaturity. An example would be from recent FI  
11 videos on [indiscernible] how he's looking  
12 [indiscernible] employees literally kicked around  
13 [indiscernible]. I think that James is  
14 [indiscernible] and if it has [indiscernible] million  
15 dollar goal, but because he [indiscernible] we don't  
16 really [indiscernible] about why they aren't donating  
17 and they're not currently supporting us. He's also  
18 made the wrong impression for [indiscernible]  
19 supporters that we're in a [indiscernible] desperate  
20 situation claiming that he's the only one raising  
21 money. He loves to say that, that he's the only one  
22 raising money, and that he needs [indiscernible] and  
23 that he should be focusing on journalism, but he has  
24 to travel around and do events to keep the  
25 organization afloat and this isn't only

1 [indiscernible] people more successful and wealthy  
2 because they want [indiscernible] successful in the  
3 long-term [indiscernible] strategy.

4 Since the events over the last two days have  
5 occurred, James has put me in a very compromising  
6 situation because he's been calling donors and  
7 telling them that we're trying to take the company  
8 away from him. A very long-time supporter stated he  
9 disagreed with James' narrative. He [indiscernible]  
10 very firmly that James was not very good at  
11 everything and [indiscernible] and that management  
12 over staff is something he lacks and he believes that  
13 the direct oversight of the staff should be taken  
14 away from him absolutely.

15 One of the reasons that I've shared these  
16 experiences [indiscernible] necessary for the sake of  
17 PV's future to remove toxicity and fear between  
18 employees and James, that are [indiscernible]  
19 comprised of individuals who want to do what's best  
20 for PV, not to [indiscernible] that James is  
21 demanding. I think that a very important decision in  
22 that would be rehiring Barry. [Indiscernible]  
23 workplace where my current and future colleagues are  
24 excited to show up every day [indiscernible], have  
25 disagreements and respectfully question and

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1 [indiscernible] without fear of retaliation or being  
2 terminated. [Indiscernible] Project Veritas as a  
3 beacon of hope and we provide a task to effectively  
4 fight back against corrupt [indiscernible] liberals,  
5 which is why I love working here for that reason.  
6 It's an incredible mission I'm very proud to be a  
7 part of, and one I'm [indiscernible]. I hope PV  
8 grows to become [indiscernible] investigative  
9 journalism organization in the world. Thank you.

10 SPEAKER: That was a very, extremely thoughtful  
11 and articulate presentation. I really appreciate  
12 your sharing that.

13 SPEAKER: I agree. Sorry for any of the  
14 personal family things that the [indiscernible] has  
15 caused.

16 SPEAKER: Thank you.

17 SPEAKER: I have one question, Bethany. This  
18 is Joe. Has there ever been a time where there was  
19 an issue that you felt uncomfortable talking to James  
20 and you took it to someone else instead?

21 SPEAKER: In terms of with a donor?

22 SPEAKER: A donor or another employee or any --

23 SPEAKER: I never felt comfortable talking to  
24 James about any issue, but I also believe in chain of  
25 command. So if there were ever any things to come

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1 up, I would naturally go to my superior and try to  
2 resolve it that way.

3 SPEAKER: Would that have been Randy?

4 SPEAKER: It would have been Randy, yeah.

5 SPEAKER: So Randy is not with the company any  
6 more, is he?

7 SPEAKER: No, he's not.

8 SPEAKER: Did he leave on his own?

9 SPEAKER: I cannot officially confirm that.

10 SPEAKER: Him and Jared were -- do you want to  
11 answer this, James, or do you want me to?

12 MR. O'KEEFE: How would you address --

13 SPEAKER: I would say with Randy, we mutually  
14 agreed that the relationship was not working out.

15 SPEAKER: Okay. That's all I got.

16 SPEAKER: Thanks, Bethany. Stephan, Bethany is  
17 off the call.

18 SPEAKER: Sorry. I can hear you guys. Can you  
19 hear me?

20 SPEAKER: I can hear you.

21 SPEAKER: Please state your name, role, how  
22 long you've been with the organization, and share  
23 with us what's on your mind.

24 SPEAKER: My name is [indiscernible], I'm a  
25 journalist here and I've been a journalist here for

1 three and a half years. I just want to say that  
2 there are so many things that I love and admire about  
3 James. I've seen the very quiet, humble, vulnerable  
4 side to him, and I so appreciate his bravery. I have  
5 personally not been on the receiving end of verbal  
6 abuse from James. Today I'm just going to bring up  
7 specific instances where people have reported to me  
8 [indiscernible] behavior.

9 So here are a few short instances. I received  
10 complaints from my FBI Force Diamondback about James.  
11 Diamondback was upset about witnessing James'  
12 treatment of staff during his interview in DC. He  
13 said that James was snapping at employees and  
14 ordering them around in a curt manner. Diamondback  
15 calls me after and told me that James needs a "people  
16 management class" and that he was a "diva." I  
17 reported this to Jen just to let her know, and I'm  
18 not sure what was done after that.

19 More recently, Diamondback was introduced to a  
20 high dollar PV donor named Anonymous. During dinner,  
21 James offered -- reportedly offered Diamondback a job  
22 with PV, and Anonymous Donor was very supportive of  
23 that idea. Diamondback did not end up getting hired  
24 due to cultural differences, I believe, as well as a  
25 couple other reasons. But Diamondback has

1 [indiscernible] he thought James had a micromanaging  
2 nature about him and that he wished James would allow  
3 Dan to do his job as an executive director more  
4 autonomously, and James told Diamondback that if he  
5 wasn't a good cultural fit for PV, then it might just  
6 not work out, and Diamondback told Anonymous Donor  
7 about this and the donor told Diamondback that he was  
8 turned off by James' overpromising and "social  
9 demeanor" during the dinner and that he intends to  
10 pull out of supporting PV financially.

11 The other instance is that a while ago, a  
12 colleague and I introduced a high net worth husband  
13 and wife to Project Veritas, we had been friends for  
14 a while, and they're currently a Project Veritas high  
15 dollar donor. A year ago, the husband told me that  
16 he was initially very turned off by a meeting that he  
17 had had with James. He claimed that James asked him  
18 in a rather demanding way that he would like him to  
19 write a \$75,000 check to PV on the spot, which made  
20 him very uncomfortable, but he did end up writing a  
21 check that day and continued their relationship with  
22 PV. Pretty soon after they attended a donor event  
23 for PV where James was present, the wife told me that  
24 she asked James for a photo and he had turned her  
25 down and that she was very embarrassed and felt like

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1 crying. They had continued to support PV after this.  
2 I did happen to get a call from her today just as of  
3 the most recent update and she only had great things  
4 to say about PV and James. So since this incident,  
5 it seems like they've gotten to know the positive  
6 James that I personally know and love.

7 These incidents, particularly in my opinion, I  
8 think they're byproducts of being in a very high  
9 pressure environment all the time. My intention is  
10 just to present what has been reported to me  
11 [indiscernible] with respect to James and everyone  
12 here. I love working here and I only want the best  
13 for the mission and every person involved.

14 SPEAKER: Thank you. Does anyone have any  
15 questions?

16 SPEAKER: Thanks, Arden.

17 SPEAKER: Thank you.

18 SPEAKER: Stephan, please let in 0434, Mike  
19 [indiscernible].

20 SPEAKER: Mike [indiscernible], please tell the  
21 board and observers you're name, what you do at  
22 Project Veritas, and how many years you've been at  
23 the organization.

24 SPEAKER: Hi, everyone. My name is Michael  
25 [indiscernible]. I'm one of the associate producers



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1 here. I basically cut all the videos and write the  
2 scripts for the stories that we put out. I've been  
3 here for three years, ongoing my fourth year now.  
4 Just to like start things off, I want to say  
5 this has been really tough the past week, because in  
6 the end, I love James like family, I really do, and  
7 him and I have had our ups and downs over the past  
8 two years I've been here. Unfortunately right now,  
9 given the circumstances, him and I are getting along  
10 probably the best we ever had, but this isn't about  
11 me and James' relationship anymore, this is about the  
12 Project Veritas organization and making sure it will  
13 last beyond me and all of us who currently work  
14 there. Basically the way I see it, management works  
15 here for the past two years is we've compromised  
16 [indiscernible] by elevating people who are  
17 agreeable, that are agreeable to James'  
18 [indiscernible], but they're also mediocre, they  
19 don't exhibit the same passion or drive as the ones  
20 who have been here and have been working tirelessly  
21 around the clock forever, for years now, to like grow  
22 and expand and reach new horizons.  
23 I always say I want to [indiscernible] Rubicon,  
24 and I think we've done it. I think we're right  
25 there. We're having the best -- we just had the best

1 release we ever had in Project Veritas history by 3X,  
2 and we're getting coverage that we've never seen.  
3 [Indiscernible], like covering the story, that's a  
4 whole new potential audience, and right now we're  
5 dealing with stuff like this because of like a very  
6 ludicrous, irrational decision to try to get rid of  
7 Tom and Barry for voicing grievances. It's caused a  
8 huge rift in everything that's been going on because  
9 these are valued, very important people to the  
10 organization.

11 Barry was talking to Angelo and me about his  
12 mission for the future and like, why not expand.  
13 He's a rich guy, he's doing this because he believes  
14 in it. I've said a million times, I just want to  
15 leave, but in the end, I don't, because I love this  
16 place. I love the mission, I love the team, we're  
17 all family, and I firmly believe that, and it makes  
18 it impossible for me to want to go anywhere because I  
19 know nowhere else in the world that I'm going to have  
20 the experience that I'm having here, and it's been a  
21 really positive one in the sense that it's very  
22 adventurous, very fulfilling work that I'm doing. At  
23 times, things are good and everything is like fun and  
24 exciting and we're doing all this crazy stuff  
25 together and there's nothing like it. It's a bunch

1 of good friends [indiscernible] there's nothing in  
2 the world I'll ever get like that.

3 The problem is, because historically, we've had  
4 bad hires, [indiscernible] causing disaster and  
5 Vanessa who didn't really care about what I did or my  
6 involvement, didn't really want to know. She just  
7 knew that I was one of the [indiscernible] because  
8 she saw me in the [indiscernible], and she just  
9 wanted me out. That's after I [indiscernible]  
10 Vanessa didn't [indiscernible]. James apologized at  
11 least, which that made me feel better about it. I  
12 still feel kind of like rubbed the wrong way that  
13 after I was writing the stories and producing them  
14 for over a year, I wasn't the first person they bring  
15 to the room and [indiscernible] getting rid of my  
16 boss in a crazy way, and that led to other people  
17 leaving like Spencer and Eric -- Eric [indiscernible]  
18 left before because of a different pretty egregious  
19 reason because somehow it was agreed upon that Eric  
20 [indiscernible] was going to be strapped up to a lie  
21 detector test and like asked about [indiscernible].  
22 Eric [indiscernible], there's no way he'd do that.  
23 He was like loyal to the organization, but once he  
24 was challenged that hard, he couldn't take it, so he  
25 left.

1 Then [indiscernible] fired [indiscernible], a  
2 very public fight that shouldn't have happened in the  
3 first place. That all happened because of an  
4 alcoholic thing, which is his own can of worms. It's  
5 chaos, because it's one thing -- again, I understand  
6 that James [indiscernible] -- I understand that that  
7 happened, but the fact of the matter is that it robs  
8 PV of crucial resources. Most of my department in  
9 production was gone. So I was kind of left  
10 scrambling working on like four or five different  
11 stories like [indiscernible], [indiscernible], and  
12 [indiscernible], and now -- then like I'm stuck there  
13 and everything is kind of all over the place.

14 These stories were complicated, [indiscernible]  
15 as they were, and Nancy gets sick and she couldn't go  
16 to Oklahoma. I know that hurt James, I know it hurt  
17 him, and I understand why, but at the same time, she  
18 was sick, she couldn't physically come. I understand  
19 also [indiscernible] it was really bad. We went out  
20 -- first [indiscernible] wasn't allowed to go with us  
21 and Mount Rushmore [indiscernible]. That whole crazy  
22 thing [indiscernible] was insane to me. I couldn't  
23 believe that they allowed this crazy person to stay  
24 around us.

25 Then on top of that, Nancy and I got sick

1 coincidentally from Tampa to South Dakota, and then  
2 like she was going to go on her birthday out to this  
3 wine drinking party, and she had no choice, she had  
4 to go to this donor [indiscernible] or James would  
5 have gotten very upset with her. [Indiscernible] was  
6 there and she was sick and very drunk and it was her  
7 birthday and a crazy person was there. It just all  
8 feels -- I'm not saying it was a deliberate setup or  
9 nothing like that, I'm saying all the elements of the  
10 night could have been avoided if she wasn't concerned  
11 [indiscernible] by James. If she just left, then we  
12 still would have had her on as an incredible  
13 executive producer, because she was so important to  
14 this [indiscernible] and a tremendous  
15 [indiscernible].

16 Even when I first started, like [indiscernible]  
17 millions of followers across every account that we  
18 had on social media was after all 2020 when Eric was  
19 able to kind of like [indiscernible] and Nancy and I  
20 buckled down and got production [indiscernible] that  
21 like would be able to keep up with it consistently.  
22 So I take like our success very personal. I like to  
23 think I helped a lot with that. So to get rid of  
24 someone that was so crucial in that piece. It was  
25 just stuff that just kept happening with her. Also

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1 [indiscernible] was let go, and I just don't  
2 understand how when Nancy was thrown away, everyone  
3 -- we were so quick to think she was suing us when --  
4 then when I asked her because she hired the lawyer  
5 for her separation agreement, not to sue us, when I  
6 asked her, I was told I violated my NDA. That really  
7 hurt me, because when I was talking to her about  
8 things internally, I didn't know because I didn't  
9 want to violate my NDA. Then I found out later that  
10 in a room full of people -- because James told me, I  
11 was working from home the next day because I was very  
12 upset -- and James calls me and asks me on the phone  
13 point blank if I want to resign, and although I felt  
14 like I was the closest I ever was to doing it, I  
15 don't want to give up on this place, I don't want to  
16 let go.

17 So I just said, "James [indiscernible], I'm  
18 still [indiscernible]." It was just like really --  
19 [indiscernible]. She was more than just like a  
20 coworker. She taught me like a lot and she was  
21 really like a mentor in the general sense of my  
22 career and life, not just Project Veritas. I wish I  
23 could answer about how I could do things here, but I  
24 don't want to tell her any [indiscernible]. And  
25 also, Vanessa, [indiscernible] off of that, and the

1 way Nancy was treated, that really, that just showed  
2 me how even like working your ass off here and trying  
3 to make it the best company you can, if you go  
4 against what James wants or what senior leadership  
5 wanted or whatever, back then, then not only were you  
6 terminated, but your reputation to all of your  
7 colleagues or your former colleagues would get  
8 dragged through the mud and then they'll never get  
9 corrected. [Indiscernible] corrected, I realized  
10 that, but it took so long to correct something that I  
11 knew wasn't true immediately.

12 And I don't know -- I told people myself  
13 because I knew the truth and I believe in the truth,  
14 and at this point, to think [indiscernible] I  
15 misplaced the [indiscernible]. What people know  
16 about us is going out, doing undercover investigative  
17 journalism, and it's just really cool, the thing that  
18 makes us sexy. Everyone loves Veritas and it's super  
19 cool and interesting and no one does stuff like that.  
20 While I respect that James, he wants [indiscernible].  
21 I do [indiscernible], I'm into that stuff, but I  
22 don't think that it's on brand with what we do.  
23 [Indiscernible] I rationalize how it's connected. In  
24 the end, it's like not getting us anywhere in an  
25 investigative path forward.

1 I work here because I believe in exposing  
2 corruption and speaking truth to power and it's not  
3 like work on stage and things like that. I know  
4 people who support us aren't into that stuff either,  
5 and in the end, they want to support our mission to  
6 expose corruption. And that's my main task here,  
7 it's the thing I care about the most. This story,  
8 it's just what happened. It invigorated my spirit.  
9 It's giving me hope for this place.

10 And lastly, like Dave told me at the Christmas  
11 party [indiscernible], told me personally, and also  
12 at [indiscernible]'s wedding, that the past two years  
13 have been crazy. And I haven't really gotten too  
14 specific with everything, I'm trying to give you a  
15 more general version of things, but I'm hoping that  
16 this year won't be so crazy and maybe we'll have it  
17 under control and we'll go back to that growing  
18 feeling that we had years prior before  
19 [indiscernible] and everything. But the things with  
20 Barry and Tom and the other things like I heard that  
21 were like these big major changes, I am just like,  
22 this is going to be another crazy year, and I don't  
23 know how much more of that I can take.

24 I don't want to leave. I want to make sure  
25 this company is perfect and in an upward trajectory



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1 and I want it to become -- it has the potential to  
2 become the most successful news organization of all  
3 time, and I want it to do that, and I'll do whatever  
4 I have to do to do that, but things have to change in  
5 order for us to achieve that.

6 SPEAKER: Question, [indiscernible] personnel  
7 which is [indiscernible], but you obviously have some  
8 close relationships with people; did you ever go into  
9 James' office and tell him that you didn't think it  
10 was the right move even he [indiscernible] to make  
11 those moves, get some closure on it, or you  
12 [indiscernible]?

13 SPEAKER: Well, James and I -- obviously the  
14 biggest [indiscernible] has been Nancy. And James --  
15 I felt nervous personally -- but James called me in  
16 [indiscernible] Vanessa. I wasn't called in to the  
17 room with James following Nancy being asked to take  
18 vacation, but I really -- I went in with her and I  
19 didn't go back to the office, and James called me  
20 back to apologize for that, which I really  
21 appreciated, but I just felt like the stories,  
22 [indiscernible] and I spoke on a balcony in Miami for  
23 about two hours, about two weeks after everything  
24 went down, and we were talking, but I still kind of  
25 felt like I had to like hold back my -- I was still

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1 able to be pretty honest, but like after that, it was  
2 like he understood how significant that was, not just  
3 for the company, but for me personally. So I imagine  
4 he just wanted to make sure I was all right, and I  
5 appreciated that, and he wanted to make sure I wasn't  
6 going anywhere. I really appreciate that.

7 Like I said, I love James like family, I really  
8 do, but sometimes family gets screwed up. Him and I  
9 have had our ups and downs, but right now, I'm not  
10 doing it from an ill place or nothing.

11 SPEAKER: Understood. Anybody have any  
12 questions for Michael?

13 SPEAKER: Thanks, Mike.

14 SPEAKER: Thank you.

15 SPEAKER: Stephan, if you would let in  
16 [indiscernible].

17 SPEAKER: Okay.

18 SPEAKER: This is Steve, [indiscernible].

19 SPEAKER: If you would just tell the board and  
20 observers your name, what you do in the organization,  
21 and your reception of where things are.

22 SPEAKER: Sure. I'm Jen. I changed from HR  
23 director recently to administrative director. Where  
24 I see things right now, I'm concerned. We lost an  
25 executive in the company last month and

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1 [indiscernible] Tom and possibly [indiscernible] and  
2 Barry were being terminated. I'm not really sure,  
3 but I'm concerned about that. I've been here for  
4 eight and a half years and I've always believed in  
5 the organization and what we do. The organization  
6 [indiscernible]. I understand that James, from what  
7 I understand, I don't know everything,  
8 [indiscernible], that there's a possibility that  
9 you're asking that he step down in his role of CEO  
10 from the organization and [indiscernible] --

11 SPEAKER: We haven't determined anything.  
12 We're just trying to understand the culture.

13 SPEAKER: That's question has not been brought.

14 SPEAKER: Okay. So culture, I think we have a  
15 very bad [indiscernible] culture, news organization,  
16 generally our job. We [indiscernible] people who  
17 work here more recently in the past two years than  
18 prior, [indiscernible] be ready for a high work  
19 ethic. It's a very demanding job, reasonably so,  
20 we're doing work making a big impact on the world at  
21 this point with the last release that we just did.  
22 So I think it's a tough place to work. It's not  
23 amusing, you have to have thick skin. Some people  
24 are resilient and some people don't make it.  
25 [Indiscernible], that's for sure, especially part of

1 the vetting process and hiring process. We have a  
2 lot of turnover. [Indiscernible].

3 So that's the culture. You guys can ask me any  
4 questions you want.

5 SPEAKER: Do you know the number of people that  
6 have turned over?

7 SPEAKER: The numbers of the people  
8 [indiscernible] recently --

9 SPEAKER: [Indiscernible] I guess the retention  
10 rate I think is what he's asking. What's the  
11 retention rate?

12 SPEAKER: I don't have a ratio or a percentage  
13 on it, but I just saw a report for legal team for one  
14 of the [indiscernible] that were in, and it was 2016  
15 for the last seven years. We've had 139 people  
16 whether employees or contractors terminated from the  
17 company or left.

18 SPEAKER: That's since 2016?

19 SPEAKER: Yes, in the last seven years. I just  
20 literally did that report, so I know that information  
21 was accurate.

22 SPEAKER: That probably -- just FYI, that's  
23 probably on an average basis of those five or six  
24 years of 50 people, an average base. So you're  
25 looking at, whatever, 300 percent turnover in seven

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1 years.

2 SPEAKER: About [indiscernible].

3 SPEAKER: You're widely considered in the  
4 office like the den mother, people confide in you.  
5 Can you talk a little bit about their feelings on the  
6 culture, their feelings of do they feel safe,  
7 confident they can be their best selves, that sort of  
8 thing?

9 SPEAKER: I think -- yeah. I think everyone  
10 knows that fear, that our culture is certainly  
11 different from working at a government job or  
12 something like that, that's for sure. We're a mixed  
13 bag of people. Nobody comes from the same place.  
14 We're very different, [indiscernible] about each  
15 other. I think we definitely have a roller coaster  
16 here. There's up and downs all the time. Morale is  
17 up and down all the time.

18 Do they feel safe here, as far as physical, I  
19 don't think anyone feels that they're going to get  
20 hurt. Do they feel like they're going to lose their  
21 job? I think more recently, we had a layoff, so  
22 people are probably a little threatened by that. I  
23 don't know what else you want me to say about that.  
24 People come to me, but actually not recently for  
25 much. They may not want to come to me in closed

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1 doors because maybe I am responsible for enabling  
2 certain situations that they don't feel comfortable  
3 coming to me, and that's just being honest.

4 SPEAKER: As you're working to find resumes and  
5 find hires, you talk to people that apply, what are  
6 the -- the people who know about the organization, do  
7 you ever hear any -- do they come in with any  
8 perspectives or is there a reputation that precedes  
9 what [indiscernible]?

10 SPEAKER: What do you mean by that? In terms  
11 of [indiscernible]?

12 SPEAKER: Yeah, [indiscernible] conversations  
13 with them about what is the sort of culture. Does  
14 anyone have any notions as they come in about us?

15 SPEAKER: I don't think so. We're pretty  
16 transparent about what it's like here because we  
17 found that we're more successful with our hires in  
18 being transparent with -- it's [indiscernible] work,  
19 it's a lifestyle. It's not necessarily -- certainly  
20 not a 9:00 to 5:00.

21 SPEAKER: Okay.

22 SPEAKER: I'm sorry, I'm not sure what you said  
23 there.

24 SPEAKER: Jen, have you seen quality over  
25 quantity changes in the last number of years that

1 you've been with the organization? Most recently  
2 versus in the past.

3 SPEAKER: Changes with just the culture. I  
4 think our culture has improved because our vetting  
5 process has improved, and I think we're hiring more  
6 of the right people, I would say in the last few  
7 years. We're trying to hire more [indiscernible]  
8 people for sure, not people that [indiscernible]  
9 mission driven.

10 SPEAKER: [Indiscernible] he has the best team  
11 he's ever had, and that included executives, too, in  
12 our conversation almost a week ago.

13 SPEAKER: I believe that as well. I think our  
14 team is pretty phenomenal and they work really hard  
15 to achieve great things.

16 SPEAKER: Anybody else have any questions?  
17 Jen, thank you for coming on.

18 SPEAKER: Sure, no problem.

19 SPEAKER: Stephan, the next number is 8620.

20 SPEAKER: Okay, coming in.

21 SPEAKER: This is Josh.

22 SPEAKER: Josh, please tell the board and  
23 observers your name, your role, how long you've been  
24 at the organization, and your perceptions and what  
25 you're thinking about everything.

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1 SPEAKER: My name is Joshua Hughes. My role is  
2 the IT and facilities director here at Project  
3 Veritas. I've been with Project Veritas since the  
4 beginning of September 2021.

5 SPEAKER: Did everyone get that?

6 SPEAKER: Yeah. That was '21, right?

7 SPEAKER: I'm sorry?

8 SPEAKER: 2021?

9 SPEAKER: Josh, if you can just talk about the  
10 cultural issues, maybe your other experiences in  
11 different corporate professional settings and  
12 whatever you want to share.

13 SPEAKER: Yeah. There's been a few things that  
14 I'd like to go through. The format of the culture,  
15 the format of the [indiscernible], it's a relatively  
16 open format. And also, I don't think it's going to  
17 take that long, but to answer the first question,  
18 around corporate culture, in terms of other  
19 organizations I've worked with, Project Veritas is  
20 clearly very unique compared to some of my earlier  
21 engagements. I've worked with Fortune 500 companies.  
22 So it might not be an apples to apples comparison.  
23 When I came into this position, having previously  
24 come from the likes of Metronics and Johnson and  
25 Johnson and I worked in consulting where



1 [indiscernible] KTMG, it's clearly a different  
2 culture. But that was to be expected, right? So  
3 that's clearly going to be a little bit different  
4 than what -- number one, what I expected, and  
5 honestly, what I wanted from this culture.  
6 [Indiscernible] is a good thing.

7 Now shifting gears and speaking more to the  
8 things that happened as of late, that certainly came  
9 to a head as of last week, I wanted to say one thing.  
10 First I'll talk about myself and my relationship with  
11 PV. I've been here for a little bit over a year and  
12 a half now. There's only been one time where I  
13 stated I was in a situation that was confrontational.  
14 In my perspective, I want to say unjustifiably so,  
15 where I was like kind of [indiscernible], kind of a  
16 little bit over the top, and that was just one  
17 incident where I was meeting with -- I was in a room,  
18 it was myself, it was Dan, it was [indiscernible],  
19 and we were going over some of the plan and strategy,  
20 and James reacted poorly to a comment that I had  
21 said, which -- we were having a fairly heated  
22 discussion, it was around the budgeting, and I think  
23 I made the comment about, "I don't want to waste my  
24 employees' time." I think that was the exact quote.  
25 There was some yelling and screaming that went on

1 around that statement. [Indiscernible], I really  
2 thought it was the approach we were taking. It was a  
3 fairly minor issue, too.

4 So I want to kind of loop back and say that by  
5 the end of the day, we reconciled on that, and  
6 actually, it was -- James and I actually sat down and  
7 we reconciled, we had a heart to heart on that and  
8 worked through it. So from a personal perspective, I  
9 think I have a fairly good personal relationship with  
10 James, and the rest of my team as well, too, from  
11 what I've been told on the people that report to me.

12 Moving on to the next point, though, what I  
13 really can't abide by is having people that I respect  
14 [indiscernible] down and basically talk through, and  
15 that came to a head at the leadership meeting. I've  
16 seen little bits of it, I haven't been in the front  
17 lines as much as other people. But at the leadership  
18 meeting last Tuesday, it was pretty powerful and  
19 pretty pronounced. It went from -- it was Barry, it  
20 was Dan, it was Eric, and it was Tom, all leaders  
21 within this organization who I have respect for. And  
22 there wasn't a dialogue, and that's what really upset  
23 me the most. [Indiscernible], that smaller version  
24 of that, like I just described, a lot of people at  
25 the meeting, there was a palpable feeling in the air

1 that this wasn't good. But based on the previous  
2 experience, all right, tensions are high, we're  
3 running through the biggest stories we've ever run in  
4 the history of PV. [Indiscernible] and this will  
5 settle down. Well, [indiscernible] conversations  
6 happened apparently based on speaking with other  
7 people that were in the line of fire, it got worse  
8 and worse [indiscernible], and I wasn't in the  
9 office, but people could hear this going on. So  
10 that's a little bit of hearsay.

11 But going back to my experience personally, I  
12 think the -- I don't use [indiscernible], it's just  
13 something I was [indiscernible]. Thursday night when  
14 James reached out to me and had me disable access for  
15 both Barry and for Tom as well, I was literally -- I  
16 was shocked, and it took me a while to really -- just  
17 to let that sink in. Of course [indiscernible]  
18 according to James, and I did just that. Then I  
19 forgot who it was, but this was late Thursday night,  
20 a day later, there was conversation around wanting to  
21 have employees discuss the event s that happened that  
22 week, and I [indiscernible], it was basically a chat,  
23 and I said, "I'd love to hear what other people are  
24 thinking," because I thought this was going to get  
25 blown up and then going to calm down, but obviously

1 things didn't go that way. And once I heard all the  
2 other I want to say anecdotes and experiences that  
3 people had over the years, I was really kind of taken  
4 aback.

5 My last point that I wanted to make kind of  
6 brings it up a level. This is around where I -- how  
7 I think this could affect -- or how it's affecting  
8 the actual strategy of where we want to go as a  
9 company. And I think for the most part, most people  
10 on the call right now, they were on from the setup  
11 and have very ambitious goals and [indiscernible],  
12 just this is a very real but hard goal to get to, and  
13 then we're barely out of February, and two of the  
14 leaders that are going to be responsible for pushing  
15 these efforts, along with obviously the rest of the  
16 staff, are let go.

17 So I think not only was I sad to see that  
18 reaction take place, I was disheartened with the  
19 [indiscernible] the actual business, how we're going  
20 to achieve our goals. So then I thought about it,  
21 [indiscernible] people, they brought up some  
22 information and the amount of employees that have  
23 been with PV since its inception, and I believe we're  
24 looking at a turnover rate which is on par with this  
25 fast food [indiscernible].

1 So I've worked -- when I was in high school, I  
2 worked at McDonalds, and I can tell you that they  
3 don't do a [indiscernible] assessment, they don't  
4 spend time investing in the talent to flip burgers,  
5 and we're working at that same turnover rate with an  
6 average of like a year and a half worth of service.  
7 We're never going to be able to grow. I think part  
8 of it is the fact that people are either burning out  
9 or they're let go in actions such as what happened  
10 this week, and I don't think it's good for long-term  
11 health of the company. So that's really -- those are  
12 really my [indiscernible]. I know I said a lot here.

13 Did anyone have any questions for me?

14 SPEAKER: When everyone spoke after  
15 [indiscernible] Tom and Barry were let go, what was  
16 the sentiment? What was the feeling of the  
17 conversation [indiscernible] of the CFO?

18 SPEAKER: So what was being -- what was the  
19 feeling of the general audience of everybody? Is  
20 that was the question is?

21 SPEAKER: Yeah, who you talked to.

22 SPEAKER: It was a third of the company. I  
23 mean, people care. So here is the general sentiment.  
24 The letter that a lot chose to sign, if you just kind  
25 of skip all the anecdotes and sentiments and all that

1 and you get right to kind of what's being tasked with  
2 the board to help out with, those are fundamental  
3 [indiscernible] that anyone would want to sign. If  
4 we put the opposite in place to say, "Oh, we want to  
5 be bullied, we want [indiscernible], we want to be  
6 more micromanaged," I think what's being asked for is  
7 very -- it's just common sense, right? I think that  
8 was really the sentiment of everybody that -- people  
9 are emotionally changed. I'm not going to lie about  
10 that. Some people were freaking out [indiscernible],  
11 but that's the result that people want to see.

12 People want to see a change so we can do our  
13 jobs in an effective and efficient manner. We've  
14 hired a lot of -- and the term leadership came up a  
15 lot. We're hired to be leaders here, leaders that  
16 were all driven toward the same goal. And here is  
17 the point. To Barry and Tom, we're all driven to the  
18 same goal, we're all going the same way, but we're  
19 going to have different approaches, we're going to  
20 have different tactics, we're going to have different  
21 life experiences in terms of how we get to these  
22 outcomes, but everybody on the call is still driven  
23 to the core values and the mission, which is Project  
24 Veritas. I think that was the overall sentiment  
25 there, their hope for all of the problems that people

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1 have had. And other people, like I said, have had  
2 more issues on a personality level than I have.  
3 There was never any down side, there was never any  
4 frustration around [indiscernible] or serving our  
5 [indiscernible].

6 It's frustrating, though, when there's  
7 interactions with those internal employees and donors  
8 and other stakeholders within our organization where  
9 those interactions are needed. We're not going to  
10 rehash everything that we listed, because that's in  
11 black and white, but that is where the frustration  
12 came in. It's how we're trying to achieve our goals,  
13 not what we're doing. We all want the what to  
14 continue. Does that make sense?

15 SPEAKER: Absolutely.

16 SPEAKER: Exceptionally well, everything,  
17 perfect. Appreciate it, your thoughts, very  
18 thoughtful.

19 SPEAKER: And I've really held those thoughts  
20 since I've joined the organization. It was a big  
21 shift to go from a 50,000-person organization to this  
22 organization. And I want to say absolutely that I am  
23 -- I will even go out on a limb to speak for other  
24 people here because I've heard them say they love  
25 working here, because it's the thing that we do that

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1 nobody else is doing, nobody else is doing. The  
2 organization that was the [indiscernible] and brought  
3 in the table, that's still alive and fresh in  
4 everyone's mind, and 100, 100 percent. So yeah, that  
5 really -- I think in a nutshell, that's where I'm at,  
6 and that's where a lot of other folks are at.

7 SPEAKER: I hesitate to ask this, but one of  
8 the things that were talked about, I will use the  
9 term abuse, those are express violations of human  
10 [indiscernible], but also of the employee handbook  
11 and written documents, and moreover, we're in a  
12 really litigious age and there's a meaningful legal  
13 as a board to speak to get to a better place and help  
14 James get to a better place and get the organization  
15 in a better place, and maybe you can provide us some  
16 [indiscernible] or structural changes.

17 SPEAKER: Mm-hmm.

18 SPEAKER: I'm sorry, I shouldn't have -- that  
19 wasn't appropriate for me to say.

20 SPEAKER: It's fine.

21 SPEAKER: There are people aware of the  
22 violations -- [indiscernible] want to look at those  
23 things and say, "Well, gosh, this is a black and  
24 white thing," and it's not really something you want  
25 to deal with this day in age especially. Maybe 100



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1 years ago.

2 SPEAKER: If I'm [indiscernible] legally, I  
3 don't intend to say that [indiscernible] verbally --  
4 (Simultaneous speaking)

5 SPEAKER: I'm not asking, [indiscernible]  
6 litigious ages, so I was curious. But what I was  
7 saying, do people ever look at the employee handbook  
8 and say, "What are we conforming to with standards  
9 and ideals and express behaviors that we  
10 [indiscernible]?"

11 SPEAKER: It certainly should happen. At the  
12 end of the day, what's in the handbook, I mean, it  
13 should be reflective of how we live our lives. If I  
14 were to sum up, especially what transpired  
15 [indiscernible], I got the feel being in that  
16 argument on Tuesday, I don't know exactly the words I  
17 would use, I would just say that it wasn't  
18 productive. It wasn't moving in the correct  
19 direction to make this company better and greater.  
20 Purely [indiscernible], there's different ways that  
21 that can be done. People respond differently.

22 Another challenge, too, I know this is  
23 [indiscernible], just like right now, it's hard to  
24 hear people, so many get lost that way, too, but I  
25 think this was especially [indiscernible]. One

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1 example, Dan was agreeing, it was something  
2 [indiscernible] two main points. One was donor  
3 e-mail asking for money, one other thing was setting  
4 up not a Word Press, but a way to do blogging, we  
5 were having a conversation around that. Dan was  
6 trying to agree and James I thought was yelling  
7 through that. I don't know if it's because he  
8 couldn't hear what Dan was saying, but Dan was  
9 saying, "I'm agreeing with you." So I just didn't  
10 think that was productive. Regardless of  
11 [indiscernible] or not, it's not getting it to a  
12 better place. That's all.

13 SPEAKER: Well, I like the precision of a lot  
14 of the IT guys.

15 SPEAKER: Thank you, Joshua.

16 SPEAKER: [Indiscernible] this is not really a  
17 discussion around [indiscernible].

18 SPEAKER: Thank you, Josh.

19 SPEAKER: Am I good?

20 SPEAKER: Yeah.

21 SPEAKER: Thank you all for hearing me out.

22 SPEAKER: Stephan, please let in 3411.

23 SPEAKER: All I see is 7896 waiting.

24 SPEAKER: That's probably the other one. That  
25 should be it.

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1 SPEAKER: So allow in 7896?

2 SPEAKER: Yes.

3 SPEAKER: Okay. They're in.

4 SPEAKER: Hello.

5 SPEAKER: Please tell the board and observers  
6 your name and your role and how long you've been at  
7 the organization, and then just talk freely.

8 SPEAKER: Perfect. My name is Jillian, and I'm  
9 a development [indiscernible] here. I've been with  
10 the organization for over a year now. Although this  
11 is a short time, it is long enough to [indiscernible]  
12 the mistreatment of employees. When I first started  
13 working here, I was always so excited to come into  
14 work. I would leave my house around 6:00 a.m. and  
15 not getting home until about 7:00. I still do this  
16 because I truly believe in the mission.

17 In the past six months, things have changed  
18 drastically, and I no longer enjoy being in the  
19 office. I have a fear that development will be  
20 shamed as failures for not meeting James' often  
21 unreasonableness. Often when development is called  
22 into the office to do donor calls with them, we're  
23 told we're not working hard enough or simply wasting  
24 his time and he says he has to do our jobs for us,  
25 and he never acknowledges development's hard work and

1 successes, of which there are many.

2 One recent example stands out. A phone call  
3 earlier this week, James was angry that development  
4 had disagreed with a strategy of his. The team had  
5 voiced their opinions on this as to why the strategy  
6 was a mistake and should not be used. James  
7 proceeded to call Barry and Joanne insubordinate  
8 claiming that no one says no to James O'Keefe. If  
9 they could not follow his [indiscernible], then they  
10 should look for a job elsewhere. James also went as  
11 far as to blame Joanne for low morale over the entire  
12 organization simply because she didn't agree with  
13 James' strategy. Having listening to this, it was  
14 heartbreaking and enraging. It was so bad that  
15 others who had overheard this phone call came into  
16 the office just to apologize for the way that James  
17 had spoken to us.

18 But not even 24 hours after the incident, James  
19 messaged us explaining that we had actually  
20 misunderstood him, that we had not simply changed his  
21 mind, but again, it was said to be our fault, and no  
22 apology to Joanne or Barry for that phone call. And  
23 although this is only one example for me, it captures  
24 recent daily life at Project Veritas. So I just want  
25 to thank you guys for listening to me and my

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1 concerns.

2 SPEAKER: Very, very helpful. Thank you,  
3 [indiscernible].

4 SPEAKER: Thank you. I appreciate it.

5 SPEAKER: Stephan, you can let in 1634?

6 SPEAKER: Okay. Coming in.

7 SPEAKER: Hello?

8 SPEAKER: Hey, [indiscernible]?

9 SPEAKER: Yes.

10 SPEAKER: Please tell your name and how many  
11 years you've been with the org and what you do, and  
12 then just feel free to talk freely.

13 SPEAKER: My name is James Mandell. I've been  
14 here almost about three years. On August 1st, it  
15 will be my three years. I'm in comms, I'm a social  
16 media editor, and I also assist with posting as well  
17 as making content. I don't really know where to  
18 start, but I will start by saying this isn't easy  
19 and, I obviously imagine it not being for anybody,  
20 but that being said, this needs to happen.

21 So I guess my first point that I will make is  
22 personally, I'm quite upset about the way things have  
23 digressed into what it is right now, and  
24 [indiscernible] as far as my opinion, but I really do  
25 feel like the way the culture of the organization has

1 -- I don't want to say deteriorated, but morphed into  
2 what it is now since I've joined has become toxic. I  
3 think that's a trickle-down system, [indiscernible],  
4 but I do believe it comes from the top down. I stand  
5 by that. I think James has become drawn on power and  
6 has acted like a tyrant while pontificating on that  
7 [indiscernible] as to what we could be exposing, and  
8 it's an oxymoron. And it saddens me because I look  
9 up to James. He's an American hero, and I was very  
10 grateful beyond belief as to him letting me be part  
11 of this organization, building my career.

12 One of our colleagues, RC, who was just married  
13 about a month or so ago, he sat down with me at  
14 dinner and told me how he's seen me [indiscernible]  
15 I've been, and it really spoke volumes to me because  
16 it was very profound because someone I look up to, an  
17 American hero, that America looks up to, was  
18 recognizing my talent. That gave me a lot of hope.  
19 But after the past couple days, it's just been really  
20 a depressing letdown.

21 I would say -- for examples about his behavior,  
22 the culture, I would like to start with one example.  
23 It was in the earlier part of [indiscernible] joining  
24 our organization. We were in Colorado for the  
25 filming of [indiscernible], and we had to go back to

1 the airport, the private jet to go back to HQ, James  
2 wanted me to send a [indiscernible] to get it edited  
3 immediately, which was also [indiscernible], but I  
4 [indiscernible], so I did. I stayed there, and when  
5 we had to leave [indiscernible] because the plane  
6 [indiscernible]. I was forced to get back in the  
7 plane and not be able to send the footage. When we  
8 got back to HQ, I was somewhat publicly and somewhat  
9 privately bullied, I was teased and mocked about not  
10 doing anything right, and it was honestly not my  
11 fault. That was just one incident.

12 The rest of what I'd say is mostly the culture  
13 stems from James' behavior, and it's not okay. I  
14 don't know [indiscernible]. And it's not up to me,  
15 it's not in my control, but I do want to say that  
16 something needs to happen. I do believe that you  
17 guys will make the right decision, whatever it may  
18 be. But from what I've seen over the past almost  
19 three years now has been an absolute disgrace in my  
20 opinion because I always see people getting hired and  
21 fired or quitting or coming in and coming out. It's  
22 a revolving door. Mostly people are not only  
23 disrespected and not treated correctly, it just  
24 sounds like they were disposable, but there's also no  
25 trust. There's no trust within the people,

1 especially those in leadership. For example, my  
2 supervisor, Eric [indiscernible], was strapped to a  
3 polygraph test nearly a year after the whole  
4 [indiscernible] incident, then [indiscernible], and I  
5 personally did not [indiscernible] at the time, but I  
6 transitioned from production to comms a little bit  
7 later. But what I saw was just, it was wrong.

8 In my opinion, if you can't trust your own team  
9 -- I don't know the reason for the polygraph test,  
10 but if you can't trust your own team, then what do  
11 you have? You're walking on eggshells around  
12 everyone. Like I said, trickle down, it causes it to  
13 boomerang, and it was sad. He's not only my  
14 supervisor, but he's my friend and my mentor, and I  
15 really do look up to him and he's taught me a lot.  
16 There's a lot that I know now today because of his  
17 knowledge and intuition. And I always see when  
18 there's an audience call or I overhear it or if it's  
19 private, whatever the case is, there's a lot of  
20 distrust with the team leaders, specifically  
21 [indiscernible] things being brought to the  
22 forefront. I don't know the exact reason, but what I  
23 can deduce on my own accord, I think it's an act of  
24 jealousy or a threat to the power system.

25 What I mean by that is I really do think that



1 James has been in a position where he thinks people  
2 are out to get him or people are going against him  
3 and he wants it his way. And I totally understand,  
4 because this is his baby. PV, he birthed PV. No one  
5 can take that away from him. He's been wrongfully  
6 accused and prosecuted, and that is not diminished.  
7 I will do anything in my power to fight for him for  
8 that. But if you're not going to put trust into the  
9 people that you put in those positions, to further  
10 the company and to further the mission  
11 [indiscernible] who haven't seen it before, then  
12 what's the point?

13 There's been many times and many instances.  
14 I've seen one very recently. For example, Eric and  
15 I, we had a [indiscernible] meeting about ideas of  
16 what we could do for this coming year, and one of  
17 those ideas was [indiscernible], and James was  
18 onboard for that. And for about three to four hours,  
19 at least what I saw, three to four hours, Eric was  
20 trying to get James to sit down for literally five  
21 minutes and [indiscernible] as to what was going to  
22 go on and how it worked, and James became  
23 [indiscernible], preoccupied, whatever the case was.  
24 When everything started, James was unprepared, he got  
25 mad, started acting like honestly a child, getting

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1 angry, putting all kinds [indiscernible] and stuff  
2 like that. Eric had to run around and help him, and  
3 it really not only bothered myself or Eric, but many  
4 others. It's just really upsetting.

5 Another example I can give is literally last  
6 week when this whole incident was [indiscernible],  
7 Barry and Tom, I [indiscernible]. So my colleague,  
8 [indiscernible] Patrick, we were just working, and we  
9 heard Joanne and Tom who had joined the call spoke to  
10 James a certain thing they were trying to do, and  
11 James wasn't having it. Every time they tried to  
12 talk, James said -- in one ear and out the other, he  
13 just sort of like berated them. I literally heard  
14 him say to Tom, "If you're not going to do it my way,  
15 you can leave the fucking company." Excuse my  
16 language. It blew my mind. It blew my mind that I  
17 actually for I think the first time actually hearing  
18 -- not just hearing it from someone from their  
19 account, but actually hearing it from James because I  
20 happened to be on the phone, I had actually walked in  
21 and asked if they were okay, because it was just  
22 berating. I couldn't believe my ears. I literally  
23 could not believe my ears. It's insane.

24 It was just -- behavior -- the whole point of  
25 what I'm trying to say is most of why the culture is

1 the way it is is because the organization is  
2 trickle-down. The way that James acts like everyone  
3 is [indiscernible]. If I'm in the room with James  
4 [indiscernible] in the morning, I come back  
5 [indiscernible], "Is he okay? Did he seem like fine  
6 or happy?" It's like, well, at the same time, if you  
7 really think about it, James is like a part -- he is  
8 the face of the company and it wouldn't be what it is  
9 without him. We can't [indiscernible] that, but at  
10 the same time, PV is PV and James is James. There's  
11 a reason why -- there has to be a reason why people  
12 are acting like that. It's because people are  
13 [indiscernible] what James is feeling as to how  
14 things will go.

15 There's certain times where I've  
16 [indiscernible] on ideas on content creation or even  
17 posting because James was in a bad mood or he doesn't  
18 want certain things to be going up because he wanted  
19 something to happen in a certain way. Well, how are  
20 you supposed to let your team work? It's not  
21 practical. It's like trying to walk through a brick  
22 wall sometimes for almost three years, in my  
23 perspective. I have to be in a writer's room to help  
24 with ideas. We're talking about [indiscernible].  
25 I'm like, "Well, this isn't [indiscernible]. In my

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1 opinion, this is like a personal thing." If you want  
2 to do [indiscernible], that's fine, but that's not  
3 the message of PV. It blows my mind sometimes.  
4 It's hard to find words. And I'm sorry if I'm  
5 rambling here, but it's just overwhelming. I've been  
6 trying to get my mind straight to understand what I'm  
7 going to say and how to deliver it, and I hope  
8 [indiscernible], but there's a lot, and it's very  
9 overwhelming.

10 SPEAKER: Thank you.

11 SPEAKER: Thanks, Jay. You came across very  
12 clearly. Thank you.

13 SPEAKER: Is there any other questions at all?  
14 I don't mind sharing [indiscernible] if you guys  
15 would like.

16 SPEAKER: No. I think we -- it's kind of  
17 redundant. I appreciate it.

18 SPEAKER: No worries.

19 SPEAKER: Stephan, the last -- I think the last  
20 one in the queue is [indiscernible].

21 SPEAKER: Okay.

22 SPEAKER: I'm going to go now. Thank you,  
23 guys.

24 SPEAKER: [Indiscernible], are you there?

25 SPEAKER: Yeah. Can you guys hear me?

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1       SPEAKER: Yeah. Tell the board and observers  
2 your name, your role, how long you've been at PV, and  
3 just share your thoughts in this open forum.

4       SPEAKER: Hey guys. My name is  
5 [indiscernible], [indiscernible] manager at Project  
6 Veritas. I've been here over three years. I started  
7 in October -- September/October of 2019, which I  
8 think anyone can agree, a year at PV is ten years  
9 anywhere else, in a good way and bad way. So I can  
10 get started. Just a quick background on how I  
11 started here and then I'll get to the main point.  
12       I've been here at the onset [indiscernible]. I  
13 spoke to others about this as well, because the  
14 mentality is this is my dream job, I love the fact  
15 that PV hired me. The night before I started at PV,  
16 the first day at PV, I was unable to sleep because I  
17 had too much adrenaline about the fact of starting  
18 and my first day. I actually was so tired in the  
19 office the first week I was there that I was worried  
20 that I was going to be called out for just not being  
21 -- working well enough because I was really crazy  
22 like that. So that was how I felt coming to PV. And  
23 obviously I learned about -- my first three to six  
24 months, I learned a role, and I have to say in large  
25 part I give credit to Eric [indiscernible] for being

1 so good at his job, number one. He's the best  
2 employee I think PV has. I know I'm biased, everyone  
3 knows I'm very good friends with Eric, but I actually  
4 believe what I'm telling you, that he is incredibly  
5 talented in what he does. And I've learned a lot  
6 from him and he helped me grow into the role where  
7 today I'm very confident to say I'm also very good  
8 at.

9 Throughout the time, 2020, I saw different  
10 disagreements. More so I was witnessing  
11 [indiscernible] between production [indiscernible]  
12 general management disagreeing. There was some  
13 heated conversations. I was never part of those, but  
14 I always thought, "This is a little much. I don't  
15 think this type of screaming is necessary for the  
16 [indiscernible] we're trying to drive and urgency  
17 here." But more so towards Tom [indiscernible] 2021.  
18 In 2020, we had people that [indiscernible] PV were  
19 just not good employees, but they weren't really that  
20 much of an issue with me and Eric. I think we  
21 marched through those fine. In 2021, when Nate was  
22 brought into the team around I'd say March or April  
23 of that year -- first off, I'm a person that  
24 [indiscernible]. I love to help them, but I learned  
25 quite quickly -- and Eric saw this earlier than I

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1 did -- but I learned quite quickly, within a few  
2 weeks, his first month at PV, that he was unwilling  
3 to do the work that me and Eric were willing to do.  
4 When Eric gave Nate instructions to complete to  
5 do that were completely valid that I did before Nate  
6 was there, he not only basically complained, I know  
7 he complained to James about Eric's treatment, which  
8 led to James from my understanding completely  
9 berating Eric about this, and the relationship there  
10 soured significantly between Eric and James after all  
11 this [indiscernible] came together for the team. I  
12 wasn't too much involved in the situation. I know it  
13 affected Eric dramatically, and I feel really bad for  
14 that. I felt his pain, because I work with him  
15 closely. And he was really hurt that this kid that  
16 was not into doing the work that we did was getting  
17 preferential treatment to the point where he was  
18 removed [indiscernible] over to [indiscernible]. He  
19 was taken out of the comms team under Eric's  
20 supervision and put -- after a few months.  
21 [Indiscernible] entire company [indiscernible] you  
22 have to be fired. It was pretty clear to me and Eric  
23 who were on the team.  
24 It never sat well James that it ended up this  
25 way because -- I should tell you, one time, James

1 called me a month later to complain about Eric, for  
2 example, and he mentioned like how Eric was just  
3 awful to Nate [indiscernible]. And this was months  
4 after Nate had been fired. It wasn't really part of  
5 the conversation that James called me for, so I know  
6 [indiscernible], and it never improved with Eric. I  
7 wasn't so much affected through Eric and comms as a  
8 whole, so we had that instance.

9 I obviously can't speak in detail as much as  
10 Eric about this. I don't want to do that. What I  
11 can speak about is what I experienced. That started  
12 more so I'd say in September of 2021 where the  
13 traumatic months for the entire staff -- the fact  
14 that we had a flood in the office, everyone remembers  
15 that. It was also the same day basically where Nancy  
16 was fired, and Eric and I were on a airplane when  
17 this news was broken to the staff. At the time,  
18 through Zoom, Eric and I were not able to attend  
19 because we were on a flight, I was actually with  
20 [indiscernible], we find out through other people  
21 that this happened. We were very disheartened  
22 because we knew how much value she brought to the  
23 company and how hard she worked and our concerns and  
24 Eric [indiscernible] following that.

25 Our concern was we've just seen so much



1 turnover in senior leadership and staff as a whole.  
2 We were just concerned about the future of PV with  
3 the constant turnover, firing, dramatic situations  
4 coming from that. We voiced it -- and I can say for  
5 a fact that -- I think I can speak for Eric -- we  
6 voiced it purely for the concern of PV's future, and  
7 we knew how [indiscernible] and we just don't think  
8 that that turnover at PV is good. We just think it's  
9 out of control, it's really bad. We voiced it, and  
10 James was upset we did it in the PV leadership  
11 channel at the time, but he called us. And within a  
12 few days of having the conversation with James, I  
13 felt at the time that things were going to calm down.  
14 I thought, "We got this off our chest." I moved on,  
15 I think Eric moved on, I think James moved on. But I  
16 was totally mistaken for thinking that James had  
17 moved on, because two to three weeks later, we had a  
18 [indiscernible] because we didn't have an office yet.  
19 And for the entire week, all I can remember  
20 personally was every session that James could attack  
21 Nancy's reputation to the entire staff and made  
22 anyone who was in that meeting feel like that if  
23 they're friends with Nancy, they must be traitors,  
24 and awful people, too. That was not once or twice or  
25 one day, that was every single day as much as

1 possible, constantly being reminded that anyone who  
2 talked to Nancy was awful, to the point where I got  
3 late night texts saying, "Why didn't you have the  
4 guts to talk in front of the staff about what you  
5 actually think about this whole thing and the core  
6 values?"

7 I honestly will never do that in front of the  
8 staff because the staff was being manipulated to  
9 despise Nancy. So if I said anything in her defense,  
10 obviously the staff would turn on me. So I obviously  
11 had no choice but to remain silent and take the  
12 beating quietly. I know other people felt exactly  
13 the same way as me. I can speak from a personal  
14 example, one of the [indiscernible] that Nancy was  
15 talking to lawyers and essentially suing Project  
16 Veritas, and James went on a rampage about that and  
17 made sure that the whole staff in that room was  
18 willing to say exactly what he envisioned that they  
19 needed to say about Nancy. So it was basically -- I  
20 don't know even know what the right word is because  
21 it's just a strong word, I don't want to use this  
22 word, but it was a [indiscernible] reputation that I  
23 thought [indiscernible] that didn't know any better  
24 about Nancy or what was going on behind the scenes  
25 fed right into it.

1 So I was in that room and I started feeling  
2 sick to my stomach. When I say sick to my stomach, I  
3 mean physically, my stomach was turning. So I was  
4 considering throwing up and I really wanted to -- I  
5 thought I was going to. I couldn't control it. I  
6 actually believed I was going to. So I thought maybe  
7 I should go to the bathroom because that's the only  
8 way I can do this without causing a scene. If I'm  
9 going to be sick, I need to go to the bathroom and do  
10 it, but as soon as I started thinking about going to  
11 the bathroom, James started saying, "If you don't  
12 agree with my decision, there's the door."

13 So at this point, I was at the point where if I  
14 stand up to go to the door, James will think I'm  
15 trying to quit PV and get fired. So I was like okay,  
16 I'll just compose myself in here and try to avoid  
17 what's going on for the next 20 minutes and just sit  
18 here and not be sick. That's what I did.  
19 Miraculously, I didn't get sick, but I thought I was  
20 going to be. That was the [indiscernible] of that  
21 week.

22 I can give way more examples as to what I  
23 personally felt, for example, me and [indiscernible]  
24 were talking that same day at the Yacht Club, and  
25 after the event at the [indiscernible], me and

1 [indiscernible] were talking about how awful we were  
2 feeling about everything going on. And James saw me  
3 and [indiscernible] talking, he immediately tried to  
4 approach us by looping around the Yacht Club.  
5 Instead of coming straight out, he tried to go around  
6 to see if he could catch us speaking without us  
7 actually knowing that he was there, but obviously I  
8 saw James walking towards us, so I saw him do it. So  
9 [indiscernible], I know James wanted to catch us, if  
10 you may, saying about how awful we felt.  
11 He changed the conversation and made it about  
12 the core values and basically said, "If you don't do  
13 the core values, I can do this by myself. I can do  
14 this work by myself. I don't need anything from you  
15 guys," basically just like moving the conversation  
16 that way. We ended it there. That's when James  
17 messaged me saying if I had any guts to talk and if I  
18 was keeping secrets from him, and I would ask him,  
19 "James, let's have a phone call about this. I'm  
20 willing to talk to you on the phone." He didn't want  
21 to talk on the phone, he just wanted to text me  
22 paragraphs. And I can say personally that I've never  
23 -- that grudge never went away between us and James.  
24 I include Eric on this, too, because there's been  
25 several -- at least one, but probably more instances

1 in 2022 where we've had -- all the calls with the  
2 whole staff.

3 For example, one time [indiscernible] moving  
4 legally against us and all that, James made that  
5 conversation and immediately mentioned how a year  
6 ago, we had a situation with Nancy where we had staff  
7 that were disloyal and not willing to do what needs  
8 to be done and -- he mainly transferred the whole  
9 conversation back to how bad people were  
10 [indiscernible], so therefore we need to revamp how  
11 we [indiscernible] and all that. So he never really  
12 got over the fact that me and Eric and others  
13 [indiscernible] a year later. That was a personal  
14 example I can speak of.

15 Obviously I can list things that -- screaming  
16 and that type of stuff like that, but those are  
17 things I've witnessed. I want to say obviously I'm  
18 willing to [indiscernible] if it gets to the point,  
19 but I understand -- I'm only saying all of this  
20 because I care about work and PV and everybody. The  
21 reason that I'm doing this all is for the sole  
22 purpose that I think everyone doesn't deserve to go  
23 through that. And that moment was when I realized  
24 that if I ever spoke out for the betterment of PV, I  
25 would likely be humiliated that way. So I refrained

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1 myself and just did my job the way I can and I've  
2 witnessed bad decisions being made. Oftentimes I  
3 caught on early before the person ended up being  
4 fired, for example. The general consensus every time  
5 that we made suggestions about what is good for PV,  
6 the general go-to is, "Either you agree with me or  
7 here is the door." So there's no room ever to really  
8 make any serious assessments about what is needed  
9 when the reaction is, "I like this. If you don't  
10 like it, here is the door."

11 So yeah, that's where I stand. I don't know if  
12 you guys have any further questions, but I don't want  
13 to take up much of your time.

14 SPEAKER: Thanks very much, [indiscernible]. A  
15 comment of a historian once said that academics  
16 [indiscernible] avoid and hate feedback,  
17 entrepreneurs seek [indiscernible] feedback. It just  
18 sort of seems on point with some of the things you're  
19 saying.

20 SPEAKER: [Indiscernible].

21 SPEAKER: Say that again, I apologize.

22 SPEAKER: [Indiscernible].

23 SPEAKER: Thank you, guys.

24 SPEAKER: I don't know if anyone has any  
25 questions for Mario, but --

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1 SPEAKER: Just one question for Mario. You  
2 have access to the social media accounts?

3 SPEAKER: The PV account is working the last I  
4 checked. What I have heard earlier today was that  
5 James' password had been changed. I'm not sure where  
6 [indiscernible], I believe that's still the case, but  
7 that's what I know. But I did have one other point  
8 that I know Eric would like me to relay to you guys.  
9 There's two things actually that really bothered me  
10 personally, so I think I can speak on a personal on  
11 this. I witnessed my boss be polygraphed at PV. I  
12 believe that it was a way to -- kind of an F-U  
13 because of how Eric called out the Nate  
14 [indiscernible] thing, and it was right after Nate  
15 [indiscernible] had been fired. So I did witness him  
16 being polygraphed for something we all knew he didn't  
17 do.

18 The other part is I did witness Eric be  
19 promoted to chief of staff of the company, and then  
20 not only was he demoted to social media director at  
21 one point, but James and [indiscernible] at the time  
22 basically made it the case that we're not going to --  
23 [indiscernible] made it the case that Eric had to  
24 publicly park through the [indiscernible] like in a  
25 humiliating way to let him know that he was no longer

1 in the role that they had given to him. He never  
2 asked for that role, [indiscernible]. These  
3 demotions and these kind of petty back-and-forth  
4 behaviors only occurred at the exact same time that  
5 another personal issue like [indiscernible] or Nancy,  
6 it was very clear to us that these things were  
7 happening as a result of us doing something that  
8 James didn't like and used something else to kind of  
9 get payback on us. We felt it. I know I can't speak  
10 for Eric, but we are very -- we do feel very  
11 significantly, because he's been here for seven  
12 years.

13 I know he wasn't able to speak today. It  
14 bothered me and our team. When they attack Eric, we  
15 feel like all of us are under attack, I'll be honest  
16 with you. When Eric is under attack at PV, me and  
17 [indiscernible] feel like we are, too. We'll never  
18 leave Eric behind. That's just a thing we'll never  
19 do, and we feel for him. So I won't do something  
20 like that.

21 SPEAKER: Thank you. This is John  
22 [indiscernible]. I'm trying to call in on my iPhone  
23 because I'm having to move to meet somebody for  
24 dinner, but I'm going to keep you in my ear and I  
25 won't have any conversation. [Indiscernible] set of



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1 batteries on my iPad, which I've been watching on.

2 Thank you so much. Appreciate it.

3 SPEAKER: No problem.

4 SPEAKER: So let's wait for John to come back

5 on. There are other people who wanted to speak, I

6 think. Five hours, it's redundant. But I'll wait

7 for John to come on.

8 SPEAKER: I'm on now. Thanks.

9 SPEAKER: The only thing, I think we all agree

10 we have to suspend this, we can't keep going. I want

11 to hear from Tom [indiscernible], that would be under

12 executive [indiscernible] board members. And Tom, I

13 don't know the rules on officers, if Dan would be

14 [indiscernible] or what have you to do a part of

15 that. Certainly observers should not be a part of

16 that given they're not under NDA and the financial

17 stuff is proprietary. Two points of action, before

18 we suspend, to formally reinstate Tom --

19 SPEAKER: We've got a [indiscernible]. Before

20 we take any kind of board action, you might want to

21 take a look at who's on.

22 SPEAKER: Who is on? I mean, I think that we

23 want to do the CFO reported analysis, obviously all

24 board members need to be here [indiscernible] to the

25 liability [indiscernible] from that stem from donor

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1 funds [indiscernible]. We need to have that  
2 conversation. I think that's way too long a  
3 conversation for where we are in the course of the  
4 day in this call.

5 (Simultaneous speaking)

6 SPEAKER: Can I interject something here? I  
7 want to know from James now -- you've heard three or  
8 four hours of testimony from people who work with  
9 you; what is your response? What do you think we  
10 should do about this?

11 SPEAKER: That's a good question.

12 SPEAKER: I wonder if he heard me.

13 (Simultaneous speaking)

14 SPEAKER: I can unmute him.

15 SPEAKER: I don't know if he heard it.

16 SPEAKER: James, are you there?

17 MR. O'KEEFE: Yes, I've heard. Do you want me  
18 to address --

19 SPEAKER: James, before we get there -- it's  
20 Stephan -- before we -- let's carefully take a look  
21 at the list of participants. There are a couple  
22 phone numbers here. I just want to make sure we're  
23 [indiscernible] here.

24 SPEAKER: Who's the 9400 and the  
25 [indiscernible]?

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1 SPEAKER: [Indiscernible].

2 SPEAKER: Who's 9007?

3 SPEAKER: I have no idea.

4 MR. O'KEEFE: Well, those people were listening  
5 to all of the allegations, so what's the concern with  
6 listening to my response exactly?

7 SPEAKER: I just want you to take a look at it.

8 MR. O'KEEFE: Those people were listening to  
9 all the allegations against me.

10 SPEAKER: I think James is appropriate and  
11 correct. I just want to make sure before  
12 [indiscernible].

13 SPEAKER: 9007, who are you?

14 SPEAKER: That's [indiscernible].

15 MR. O'KEEFE: I mean, there have been a few  
16 hours of specific commentary from 10 to 15 people in  
17 an organization. I've offered my solution, which is  
18 a heartfelt letter to the staff, but in terms of the  
19 specific allegations, this is not fair or appropriate  
20 to have me respond in --

21 SPEAKER: I'm not interested in you detailing  
22 the allegations and defending yourself in that  
23 regard. What I'd really like to know is: What do  
24 you think we should do about it as the directors?  
25 What do you think it means to you about what you --

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1 what we should do with you? I mean, what do you  
2 expect us to do given these allegations?

3 MR. O'KEEFE: Well, will I have a chance to  
4 respond to them? There's two separate issues here.

5 SPEAKER: No. The quick answer is no, not  
6 here, not now. If you want to write something up,  
7 great. I want to know what you think we should do  
8 about it. We're here to preserve Project Veritas,  
9 okay? What do we do about you?

10 MR. O'KEEFE: One moment. I've offered a very  
11 heartfelt memo that with the board's blessing, I  
12 propose that we distribute -- may I -- I've offered a  
13 very heartfelt memo with the opportunity of  
14 apologizing for specifically what happened on  
15 Tuesday, and I intend to -- I'd like to distribute  
16 that with the board's blessing and I'd like to have  
17 an open-door policy moving forward to listen to these  
18 issues face-to-face and have the opportunity to hear  
19 the concerns and do my best to hear people and listen  
20 to them. A few hours ago, I read that from the  
21 bottom of my heart, the thing I'd like to send out to  
22 the staff and have an open-door policy to listen to  
23 people.

24 I've been told -- I'm not certain if there's an  
25 interest in hearing or -- I'm not certain if there's

1 an opportunity to respond to these things, or if  
2 that's something that people want me to do, I can, if  
3 I'm given time to respond to that, but more  
4 importantly, I'd like to hear from the board what  
5 their solution is if it's not the one that I've  
6 proposed.

7 SPEAKER: I'm going to speak. I'm usually very  
8 soft and very passive in my approach when I talk to  
9 anybody. I want to remind you, James, that you are  
10 here amongst some of your closest friends that have  
11 supported you for many, many years. There's no  
12 [indiscernible] here. You have to trust these people  
13 to do the right thing for you. Please, please do  
14 that. It hurts every one of us to come to this point  
15 and have to hear these stories and -- I don't know  
16 what the solution is, but there has to be something  
17 immediate. I just want to remind you that we love  
18 you and we care about your organization, and you're  
19 destroying it. You're destroying the thing that you  
20 created.

21 MR. O'KEEFE: Well, I'm willing to work with  
22 professionals on the behavioral issues and I will do  
23 everything in my power to change.

24 SPEAKER: I'm happy to hear that. It's  
25 nobody's intention to take severe action, I don't

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1 think so, especially after hearing the employees say  
2 that they love you and they hate you at the same  
3 time. I think that we can come up with a solution  
4 where we walk away as a healthy organization and a  
5 healthy founder, and that's what I hope that this  
6 board for today, your friends and most loyal,  
7 entrusted people -- whether you believe it or not --  
8 will do. That's all I have.

9 SPEAKER: Ed Clark. If it's permissible by the  
10 board, I don't know if we need to vote on it or if it  
11 can be more informal. I'd like to say a few words.  
12 I'm in favor of hearing one of our most loyal,  
13 long-term supporters who loves the organization,  
14 James has [indiscernible], getting tied to be here  
15 today to observe. I'd like to hear from  
16 [indiscernible].

17 SPEAKER: I'm in favor.

18 SPEAKER: I'm in favor.

19 SPEAKER: James, would you be okay with that?

20 MR. O'KEEFE: Yes.

21 SPEAKER: Would you unmute 9007, please,  
22 Stephan?

23 SPEAKER: I think 9007 can unmute themselves at  
24 this point. All I can do is request on this side.  
25 Thank you.

1 SPEAKER: I met James six, seven years ago, and  
2 consider James a friend and have donated to the  
3 organization. I have become a little bit discerned  
4 of late about the [indiscernible]. I'm part of the  
5 organization [indiscernible] where one person has  
6 taken over and another statistic [indiscernible]  
7 terminated as James. And the staff knows, with every  
8 check I've sent Veritas, I've always made it a  
9 priority to do something for the staff, because  
10 owning a business, the people that support you are  
11 critical.

12 I'm a big fan of Tom and [indiscernible] Barry.  
13 I think the job of one man overseeing aspects of this  
14 company is all but impossible. I think James is a  
15 wonderful journalist, but I think the rest of the  
16 business needs to be run by other people if the  
17 mission is to be successful. And I do worry, James,  
18 right now a little bit about your mental health. I  
19 think right now there's a lot of stress and  
20 [indiscernible] if you take some time off to take  
21 care of you first.

22 In hearing all this talk, the little that I  
23 heard over the years, I feel very strongly that you  
24 are the founder and the inspiration, but you're  
25 separating yourself from the mission. The mission is

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1 now being [indiscernible], and I think that from  
2 other donors that I've spoken to, they've witnessed  
3 the change as well.

4 So I strongly encourage you to try and exercise  
5 some [indiscernible] right now, James, get Tom back  
6 involved, Barry back involved, people who -- I thank  
7 the board for standing up in a difficult situation,  
8 but PV right now [indiscernible] with donor info and  
9 the [indiscernible] would love to see  
10 [indiscernible]. I do think you need some changes or  
11 all of this is for not, and the rate of turnover I  
12 would say for most people in business is alarming.

13 SPEAKER: [Indiscernible]. Sorry, Ed.

14 SPEAKER: That's okay. I'm done. I just  
15 applaud the effort and I think something needs to be  
16 done right now both to help James out, and hopefully  
17 in a couple of months, James is back with his  
18 journalistic brilliance, but I think the other  
19 aspects of the business will be better served and the  
20 mission is more likely to grow and be accomplished  
21 without his oversight and people worrying about  
22 needing to kiss the ring. I'm sorry to have to say  
23 that, but I want the mission to succeed. Thank you.

24 MR. O'KEEFE: Thank you.

25 SPEAKER: Very well. I have a question for



1 James. Did you learn anything new in the last few  
2 hours or get any new insights?

3 MR. O'KEEFE: Yeah, yes. I really appreciate  
4 everyone caring so much about the mission and I  
5 really appreciate everyone being so honest. I do  
6 recognize that I have made some mistakes, some  
7 serious mistakes, particularly the blow-up this week,  
8 and I should not disagree like that in front of other  
9 people. I mean that in a very heartfelt way. It's  
10 something that cannot happen again. I think doing a  
11 better job of listening to people and pausing and  
12 slowing down is something that has to change. So I  
13 own that and recognize that.

14 We've been moving at a frenetic pace under  
15 unbelievable amounts of pressure to get to where we  
16 are, but moving forward, I think it's necessary to --  
17 I have to change, and I think that I can and I know  
18 that I will. And I've outlined what I think is the  
19 right thing to do right now, which is to have an  
20 open-door policy for everyone here, and I will just  
21 take note of what they have to say and I'm willing to  
22 make those changes. I'm willing to make the change.

23 I do think -- this organization is so important  
24 to me. I will learn better ways to deal with people.  
25 It's my essence. My soul is so tied into this place.

1 I do think I need management assistance, I do need to  
2 -- we need to work on that, the people around me,  
3 something I wanted to discuss with the board, the  
4 right people around me. I don't want to lose the  
5 wonderful people who are here. I've pulled in Tom  
6 this morning and spoke to him. Tom and I have had  
7 some disagreements. There are some strategic and  
8 fundraising that are truly just disagreements over  
9 strategy and fundraising. It's not the what, it's  
10 the how I communicate with people and my tonality and  
11 my appreciation and my compassion for people. Those  
12 things I will change because I have to change them,  
13 because if I don't change them, we're going to lose  
14 Project Veritas.

15 SPEAKER: Ed Clark suggested he was concerned  
16 about your mental health. And we all acknowledge  
17 that you've been under super human stressors, we have  
18 a lot of empathy. I think what I heard him  
19 suggesting was something akin to taking some time off  
20 or a sabbatical, some period of time, weeks or  
21 months, I don't know, but maybe a serious amount of  
22 time and having some help. Is that something that --

23 SPEAKER: I don't know what the long-term  
24 corrective actions are, but I e-mailed the board. I  
25 proposed immediate corrective action based on the

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1 testimony that was presented. I can read it here. I  
2 can refer to the e-mail. I also sent it to Mr.  
3 Sullivan and Stephan.  
4 SPEAKER: Please, Joe, go for it.  
5 SPEAKER: Okay. I move to implement the  
6 following immediate corrective action: These actions  
7 -- the practice of these actions are for the  
8 employees to correct things until we can come up with  
9 some long-term corrective actions. I don't know what  
10 that looks like, but we'll have to meet again to  
11 discuss that. Obviously Tom O'Hara would be fully  
12 restored as CFO. The action that was taken against  
13 him was a violation of the bylaws, specifically  
14 article three, which says, "Unless otherwise  
15 specified by the board of directors, each officer  
16 which the board ratifies his CFO officership shall be  
17 elected or appointed to hold office until the annual  
18 meeting of board of directors." That hasn't  
19 happened. "Next [indiscernible] appointment until  
20 his successor if any has been elected or qualified or  
21 until his early resignation or removal." He hasn't  
22 resigned and the board has not removed him. And it  
23 says, "any officer that has been elected or appointed  
24 by board of directors may be removed by board of  
25 directors. "

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1 So there's no unilateral removal mechanism to  
2 remove an officer that was ratified by the board. So  
3 Tom is reinstated. I think that's by default, but I  
4 would just refer to the action of the bylaws. Barry  
5 Hinckley shall also be reinstated if that's his will.  
6 I don't know that it is.

7 MR. O'KEEFE: May I make a point of order?

8 SPEAKER: Go ahead.

9 MR. O'KEEFE: I have a right to respond to  
10 corrective actions, and I'd like to speak with the  
11 board only as agreed upon at the beginning of this  
12 meeting. Prior to a vote taking place on corrective  
13 actions. I'd also like to know --

14 SPEAKER: I don't remember agreeing to that.

15 MR. O'KEEFE: Point of order --

16 SPEAKER: There will be discussion on the  
17 motion.

18 MR. O'KEEFE: I would like --

19 SPEAKER: There's a discussion on every motion.

20 MR. O'KEEFE: I'd like a discussion on what the  
21 plan is going to be after these actions are taken  
22 before they are voted on. And I'd like to  
23 understand, because we have a fiduciary obligation to  
24 the organization, and in the best interest of the  
25 organization, if we take these actions beyond -- if

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1 we take drastic actions, I'd like to discuss that and

2 I'd like to discuss those things with the board only.

3 But proceed.

4 SPEAKER: Who remains as an observer? Ed is  
5 on. Are there any other observers?

6 SPEAKER: We have a number of observers.

7 MR. O'KEEFE: I'd like to propose that we  
8 discuss the changes that you'd like to make. And  
9 first of all --

10 SPEAKER: An executive session?

11 MR. O'KEEFE: I just want to say one thing  
12 here. I temporarily suspended Tom's accounts. I  
13 reinstated it yesterday. So that's not -- there's no  
14 issue there. But in terms of the other actions you'd  
15 like to take, I'd like to discuss them before we vote  
16 on them.

17 SPEAKER: Should I bifurcate the actions?

18 SPEAKER: How would you do that?

19 (Simultaneous speaking)

20 SPEAKER: Hopefully you can all see the  
21 participants in the bottom part. I show Jeff  
22 Whitman, Eric O'Keefe, 9007 number, Steve  
23 [indiscernible], John Sullivan, John [indiscernible].

24 MR. O'KEEFE: I would propose some of these  
25 management solutions involve outside observers are

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1 final, current employees I would request that when we  
2 discuss the management solutions, we don't do so in  
3 front of current employees. That would be a request  
4 --

5 SPEAKER: I think that's fair. I would just  
6 say that I don't think we're going to have any  
7 restructuring discussions yet. I think there's more  
8 preliminary stuff that needs to be heard, which I  
9 believe [indiscernible] mandated to discuss one of  
10 the other critical issues, which is the fiscal  
11 [indiscernible] under current management and have  
12 discussion about what might be the remedies for  
13 things that might have occurred under that  
14 [indiscernible]. I think that's really important,  
15 because we all have a fiduciary duty and a legal  
16 compliance duty, and I think we can't just ratify  
17 that.

18 SPEAKER: So why don't I bifurcate the motion  
19 and just go line by line and just have a vote on each  
20 one, the first one being to fully reinstate Tom  
21 O'Hara. I will make that motion.

22 SPEAKER: So moved.

23 SPEAKER: I'll second that.

24 SPEAKER: I'll second it.

25 MR. O'KEEFE: Thank you.

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1 SPEAKER: Question. I mean, do we need to  
2 vacate the presidency so I can call the vote?

3 MR. O'KEEFE: I support it.

4 SPEAKER: All in favor?

5 MR. O'KEEFE: Aye.

6 SPEAKER: Aye.

7 SPEAKER: Any opposed? Hearing none, the  
8 motion is passed, and Tom O'Hara is fully reinstated.

9 SPEAKER: Thank you.

10 SPEAKER: Can we take on the same vote as  
11 related to Barry Hinckley?

12 MR. O'KEEFE: I'd like to make a point of order  
13 that the chief executive officer has the discretion  
14 to make that decision, and there have been a number  
15 of very serious allegations made here that I have not  
16 had an opportunity to respond to. I'm not sure  
17 there's even an interest in this board in hearing the  
18 responses, but we need to have a serious conversation  
19 about this if you vote on it and its implications for  
20 this firm. You have a fiduciary responsibility to  
21 have that conversation with me. I have sat here for  
22 four hours and heard various allegations, which there  
23 seems to be no interest in hearing my response to  
24 those allegations. This board is about to reinstate  
25 an employee that the chief executive officer has the

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1 authority to fire according to the bylaws of this  
2 company.

3 SPEAKER: Subject to the board --

4 SPEAKER: I would also preliminarily put  
5 forward a motion to restrict the chief executive  
6 officer's capacity to hire and fire for a  
7 predetermined time as we determine right now given  
8 that the employees are now frightened they may get  
9 fired.

10 SPEAKER: I recommend 30 days.

11 MR. O'KEEFE: Point of order, I'd like to have  
12 a conversation about that plan, that structure, how  
13 it will work.

14 SPEAKER: It's an immediate corrective action,  
15 it's not a long-term.

16 MR. O'KEEFE: I'd like to have a conversation  
17 about that before we vote on it.

18 SPEAKER: Yes, we will have a conversation on  
19 it before voting. But what is the motion, Matt?

20 SPEAKER: The motion would be to restrict the  
21 chief executive officer's ability to hire and fire  
22 employees with the rationale being that the employees  
23 are scared of retaliation.

24 SPEAKER: [Indiscernible]?

25 SPEAKER: I will put that up for board



1 discussion. I will just say that many of these  
2 employees have been ready to quit and walk out  
3 because of all the things we've heard today, and if  
4 they don't feel that they're protected, I believe we  
5 will start to see those [indiscernible]. So this is  
6 more [indiscernible].

7 SPEAKER: Make the motion first and then we can  
8 have that discussion about it after. You can support  
9 it after.

10 SPEAKER: What is the motion?

11 SPEAKER: I motion to restrict the chief  
12 executive's ability to hire and fire employees for  
13 the next 90 days and pass that responsibility on to  
14 the COO/executive director in consultation with the  
15 board, not unilaterally.

16 SPEAKER: I'll second that.

17 SPEAKER: Now this is where we have discussion.  
18 Is there any discussion?

19 SPEAKER: I think 90 days is too short. I  
20 think the employees that testified today took a huge  
21 risk given the recent history, huge risk of losing  
22 their job. Maybe we should identify the employees  
23 that testified today and say they can't be fired for  
24 at least a year.

25 SPEAKER: Well, I think that undermines the

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1 at-will ability. And if there's cause, we don't want  
2 to undermine that.

3 SPEAKER: It's just an immediate -- this is  
4 just an immediate corrective action. This isn't a  
5 long-term thing. This is just today --

6 SPEAKER: Let's say for 90 days with the  
7 obligation to review prior to the end of 90 days.  
8 We'll probably hopefully have a wise and amicable  
9 solution in place long before then.

10 SPEAKER: Are we supposed to -- are we in a  
11 session where we're supposed to have outside  
12 observers still or not? I'm not clear on that.

13 SPEAKER: Personally, I believe we should. If  
14 you guys want to vote on limiting the access of  
15 observers, then that is your right.

16 SPEAKER: No. I'm fine with them listening.

17 SPEAKER: Me, too.

18 SPEAKER: The motion that I posed was  
19 restriction of the chief executive to hire and fire  
20 for 90 days, or if you want to say 180 days, we can  
21 --

22 SPEAKER: With the exception of cause and  
23 agreement by the board, I would go 180 days. I mean,  
24 they really stuck their --

25 SPEAKER: It's not preventing the termination

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1 of employees. They can still be terminated, just not  
2 by the CEO unilaterally. That's what we're  
3 discussing. It sounds like we have two amendments to  
4 the main motion which we have to entertain and  
5 discuss on. The first one being --

6 SPEAKER: I have faith that we have  
7 [indiscernible] management in place with Dan and Tom,  
8 that nothing would be embarked upon that would be  
9 [indiscernible], and I also believe that we should  
10 obviously have the right to oversee any of those  
11 actions given the retention issue and the culture.

12 SPEAKER: I agree.

13 SPEAKER: So where are we at? George, do you  
14 want to make a motion?

15 SPEAKER: Where are we?

16 SPEAKER: George, do you want to change it from  
17 90 days?

18 SPEAKER: Yes.

19 (Simultaneous speaking)

20 SPEAKER: 180 days suspension of the power to  
21 hire and fire by chief executive and the initial  
22 decisionmaking would be by the active ranking  
23 manager, which would be the COO, in consultation with  
24 the board.

25 MR. O'KEEFE: May I have a discussion with the

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1 board, please, without the presence of current  
2 employees? That would be my request.

3 SPEAKER: Is there any employees on the line  
4 still?

5 SPEAKER: [Indiscernible] and Dan, the CFO,  
6 both executive officers with signatory authority.

7 SPEAKER: I'm also on as well, chief  
8 compliance.

9 SPEAKER: Well, the chief compliance officer is  
10 the secretary officer and has to be on the line.

11 SPEAKER: I actually believe that the officers  
12 given that we are [indiscernible] over a crucial key  
13 responsibility of executive management into their  
14 purview, I believe they should be on.

15 MR. O'KEEFE: I think this is a major decision  
16 and we shouldn't be making it hastily per the  
17 guidance that you have all given me, and I think that  
18 it's imperative that I have a conversation with this  
19 board after sitting here for four hours and hearing  
20 these things --

21 SPEAKER: We've all been here for four hours,  
22 five hours now.

23 MR. O'KEEFE: I'd humbly request that right to  
24 have that conversation to protect Project Veritas.

25 SPEAKER: Would you also have that request for

1 a decision if you knew that includes half of your  
2 employees tomorrow?

3 MR. O'KEEFE: That's why I'd like to speak with  
4 -- I'm not willing to -- let me -- I'm not willing to  
5 leave the organization. I'm not willing to lead --  
6 please, may I make a statement, please? I'm not  
7 willing to lead an organization that does not trust  
8 me to lead it with the necessary authority. I  
9 refrain from taking any actions until you all feel  
10 like you'd like me to lead again.

11 Effective immediately, I'm on leave of absence  
12 from Project Veritas and I will return only when my  
13 full authority as CEO is restored. That's what I'm  
14 going to do, unless you allow me to have a  
15 conversation with this board only. I need to have  
16 that conversation, and it is imperative that I have  
17 that conversation. Again, I'm not willing to lead an  
18 organization that does not trust me to lead it  
19 without the necessary authority. I've offered a  
20 heartfelt mea culpa, which I truly do mean and I  
21 truly will implement, but I have to think about  
22 whether I'm able to comply with this request, and I'm  
23 requesting a conversation with the board. If this  
24 board chooses not to have that conversation, it will  
25 be on the record.

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1 SPEAKER: We can have that conversation.

2 SPEAKER: I don't believe it is appropriate

3 given the incurring corrective action that we're

4 looking to undertake to freeze out from the

5 conversation those who are going to have to assume

6 authority by default for existential moderation of

7 the organization such as hiring and firing. I don't

8 feel comfortable with that at all, because

9 [indiscernible] who are fiduciaries who have opened

10 themselves to unlimited liability by signing off on

11 all the documents as officers.

12 MR. O'KEEFE: Can we hear from the rest of the

13 employees in the firm if that's what we're going to

14 do? Again, I'd like to request this conversation

15 with the board only. A motion to -- I'll propose a

16 motion before the board to have a conversation with

17 the board without employees present. Anyone else in

18 favor?

19 SPEAKER: Any opposed?

20 SPEAKER: Yes.

21 SPEAKER: Yes.

22 MR. O'KEEFE: All in favor, say aye. Is anyone

23 opposed to that motion? I'm unclear about the voting

24 on this.

25 SPEAKER: Yes.

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1 SPEAKER: Yes.

2 SPEAKER: Yes.

3 MR. O'KEEFE: You're opposed to have any  
4 conversation with the board members only?

5 SPEAKER: With the board members only, yes,  
6 oppose.

7 MR. O'KEEFE: Okay, so then we need to have a  
8 conversation about the plan. It sounds to me like  
9 you guys can sit back down. My question for you is  
10 --

11 SPEAKER: So 180 days is the amended.

12 MR. O'KEEFE: My question is: What is the plan  
13 if you implement this solution --

14 (Simultaneous speaking)

15 SPEAKER: Procedurally, don't we have to --  
16 I'll second the motion for the purposes of discussion  
17 so we can go under the discussion, okay?

18 SPEAKER: We're already in discussion. Back to  
19 Matt's main motion to suspend the hiring and firing  
20 for 180 days of the CEO and pass that authority to  
21 the executive director and/or COO. That's the  
22 present motion.

23 SPEAKER: I believe that's passed.

24 SPEAKER: Well, I thought we were still  
25 discussing it. Is there any more discussion?

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1 SPEAKER: Procedurally, there needs to be a  
2 discussion, maybe for us to discuss it.

3 SPEAKER: James wants to discuss.

4 MR. O'KEEFE: I think the necessary thing to do  
5 is bring a chief of staff in this organization to act  
6 in assistance to help with the management and  
7 personnel challenges, and I think that that's the  
8 right course of action for me to take along with a  
9 heartfelt mea culpa for the matter that happened on  
10 Tuesday and some of the other things publicly and  
11 have an open-door policy and to listen to people, as  
12 I've said, and to change my treatment of people. The  
13 matter --

14 SPEAKER: Sorry about that.

15 MR. O'KEEFE: The matter about the taking away  
16 my ability to hire people will prevent me from making  
17 the best decisions in the interest of this  
18 organization and --

19 SPEAKER: That is correct. It will prevent you  
20 from doing that.

21 MR. O'KEEFE: If I'm not trusted to lead this  
22 organization, I need to have a conversation about  
23 this, but I need to understand what the plan is going  
24 to be with the organization if I'm not in the  
25 organization.



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1 SPEAKER: To be curt, this is a temporary  
2 thing. This is not a long-term thing. No one is  
3 looking for any long-term removal or anything like  
4 that. This is to fix the immediate problem and then  
5 we can have the conversation about chief of staff and  
6 implementing other procedures and we can examine  
7 things again and restore everything, if it's the  
8 purview of the board to do that. But for now, to  
9 correct everything that we've heard, there needs to  
10 be some immediate corrective actions. This is not  
11 the end-all-be-all. This will change in the future,  
12 okay?

13 SPEAKER: One thing I learned, I think -- just  
14 as a parenthetical, just because James brought it  
15 up -- I think chief of staff is an interesting idea.  
16 It seems -- I've heard today that in the past, we've  
17 had a chief of staff. Is that --

18 SPEAKER: [Indiscernible] the title  
19 [indiscernible] it has to have that already, and  
20 we're not going to pass a motion on suspension of  
21 hiring and firing by the chief executive only for the  
22 chief executive to say, "I want to hire somebody  
23 else." We're going to deal with the cards we have  
24 dealt, which are considerably good in terms of  
25 personnel.

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1 MR. O'KEEFE: Has the board thought about the  
2 consequences, or rather, has the board thought about  
3 a plan -- if you can speak through -- if I take this  
4 leave of absence from Project Veritas and return only  
5 when my full authority as CEO is restored, has the  
6 board thought about a plan for Project Veritas in  
7 that event and what would that plan be and how would  
8 it work?

9 SPEAKER: Yes.

10 SPEAKER: Yes. Project Veritas is an  
11 organization that [indiscernible] incredibly taloned  
12 individuals, who to your credit, [indiscernible]  
13 machine are capable of doing journalism. We don't  
14 believe that there will be any lost output on the  
15 margins with you taking some time to basically heal  
16 from the stress of the last three years, because the  
17 status quo, as we all have witnessed over the last  
18 five days, 90 hours talking to staff, and they are  
19 adamant that they need to be led by somebody who  
20 cares about them on an empathetic level, and none of  
21 them believe that that is achievable under the status  
22 quo.

23 SPEAKER: If I can make just a quick point of  
24 order, Matt. We're deviating from the discussion on  
25 the motion. I'm going to move to end the discussion

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1 and then move the question.

2 SPEAKER: Just to review here. If we vote for  
3 the motion, James is going to leave until he gets  
4 reinstated with his full powers -- is that what  
5 you're saying, James?

6 SPEAKER: I don't believe we have enough  
7 information. We still haven't heard from that CFO  
8 about the [indiscernible] which is [indiscernible]  
9 that are integral to this discussion, whether we  
10 [indiscernible].

11 SPEAKER: It's very substantive information and  
12 it's not put into the record at this point, extremely  
13 substantive, from what I understand.

14 SPEAKER: I agree with that.

15 MR. O'KEEFE: I don't know what I'm going to  
16 do.

17 SPEAKER: Are we going to table it or what are  
18 we doing here?

19 SPEAKER: What are we voting on?

20 SPEAKER: I'll read the question. The question  
21 is the CEO's hiring and firing privileges shall be  
22 revoked for a period of 180 days and the executive  
23 director/COO shall have the authority to hire and  
24 fire.

25 SPEAKER: I'll second.

1 SPEAKER: One caveat to that, on any hire that  
2 has reports, direct reports, that has to be done in  
3 consultation with the board.

4 SPEAKER: So we have an amendment.

5 SPEAKER: Is that getting too close to  
6 micromanagement?

7 SPEAKER: I don't think we're looking to hire  
8 people, I don't think we're looking to fire people.  
9 I think it's going to be [indiscernible] situation.

10 SPEAKER: You're thinking about economics?

11 SPEAKER: Yes. That doesn't mean any employees  
12 [indiscernible] entry level. We have no  
13 [indiscernible].

14 MR. O'KEEFE: If you need an answer right now,  
15 gentlemen, then the answer is no. I cannot be forced  
16 into making a decision, and I have to think about  
17 what I'm going to do.

18 SPEAKER: We're not asking you to make  
19 decisions. We're asking the executive director to  
20 make this decision.

21 SPEAKER: If I'm hearing you correctly, we're  
22 going to vote yes or no on this motion; is that  
23 correct?

24 SPEAKER: Okay. Yes, sure.

25 SPEAKER: All in favor, whoever wants to say

1 aye.

2 SPEAKER: I vote in favor of the motion.

3 SPEAKER: Aye.

4 SPEAKER: All opposed?

5 MR. O'KEEFE: If you need an answer right now,

6 the answer is no. The answer is absolutely not.

7 SPEAKER: Okay. It's four to one, the motion

8 passes. John, you can put that in the minutes to

9 show the minutes reflect that.

10 SPEAKER: Done.

11 SPEAKER: I would also make a motion that the

12 board level in consultation with the executive

13 director vernacularly titled the COO as the case may

14 be to reinstate Barry Hinckley, and I will do that

15 with the descriptor that the employees are adamant

16 that they have a manager and [indiscernible] manager

17 they have much faith in the COO, especially the DVO

18 team, that they have somebody they were working under

19 that was doing, in their view, the best job they've

20 seen in that role up until now.

21 SPEAKER: I'll second that.

22 (Simultaneous speaking)

23 SPEAKER: Is there any discussion on the

24 reinstatement of Barry Hinckley if he even wants it?

25 SPEAKER: As we stated earlier, the nuance is

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1 precisely that, [indiscernible].

2 SPEAKER: Subject to his desire. Is there any  
3 discussion on the rehiring of Barry Hinckley subject  
4 to his desire?

5 SPEAKER: I'm not sure -- is this something  
6 that the level the board should be enacting? That's  
7 my question. I love Barry, but --

8 SPEAKER: I think it's this unique situation,  
9 it is. Not normally.

10 SPEAKER: He has eight direct reports and the  
11 mission critical unit of the organization that is  
12 most stressed that is most -- that is at its weakest.  
13 So I believe it's at the board's level  
14 [indiscernible].

15 SPEAKER: I wanted to [indiscernible] --

16 SPEAKER: I mean, technically it could fall  
17 under the purview of the executive director and we  
18 could let the executive director deal with it or we  
19 could --

20 (Simultaneous speaking)

21 SPEAKER: Yeah.

22 SPEAKER: I do think that are where we are  
23 right now with the emotional turbulence in the  
24 organization as we've heard firsthand now, over  
25 20 percent of the employees by voice and then another

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1 20 percent by written statement, I think that we have  
2 to make that decision, and I think it's a very  
3 important symbol to the employees that the culture  
4 will change in terms of [indiscernible].

5 SPEAKER: Excellent.

6 SPEAKER: Is there any further discussion?

7 SPEAKER: No. I call that question  
8 [indiscernible].

9 SPEAKER: Call the question. All in favor of  
10 reinstating Barry Hinckley?

11 SPEAKER: Aye.

12 SPEAKER: Aye.

13 SPEAKER: Aye.

14 MR. O'KEEFE: Oppose.

15 SPEAKER: Any opposed?

16 MR. O'KEEFE: Opposed.

17 SPEAKER: One opposed.

18 SPEAKER: James, are you opposed?

19 MR. O'KEEFE: Opposed.

20 SPEAKER: James is opposed. The motion passes  
21 four to one.

22 SPEAKER: If we already passed a motion on  
23 hiring and firing, then I don't know how it works  
24 with the board vote at the same time --

25 SPEAKER: James still has his board privileges.

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1 SPEAKER: That's right.

2 SPEAKER: Understood.

3 SPEAKER: Is there any of [indiscernible] of  
4 business or discussion?

5 SPEAKER: There's the issue of some paid time  
6 off, I think that's appropriate to act on, and I'd  
7 like to establish that the executive director report  
8 to the board of directors and not the CEO.

9 SPEAKER: Yes.

10 SPEAKER: I move that the executive director  
11 report to the board of directors, and I may have to  
12 make a separate motion on paid time off. I think  
13 it's a nice motion as well, a good motion.

14 SPEAKER: I propose a motion that the executive  
15 director report to the board of directors.

16 SPEAKER: I'll second.

17 SPEAKER: Aye.

18 SPEAKER: Aye.

19 SPEAKER: Any discussion? We'll just move to  
20 the question then.

21 SPEAKER: Yes.

22 SPEAKER: I also vote in favor.

23 MR. O'KEEFE: So we're not going to have a  
24 discussion? Just for the record, we're not going to  
25 have a discussion about this?



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1 SPEAKER: Do you want to have a discussion?

2 SPEAKER: Go for it.

3 MR. O'KEEFE: I oppose the motion.

4 SPEAKER: Is there anything that you want to  
5 discuss for any reasons?

6 MR. O'KEEFE: I oppose the motion.

7 SPEAKER: Okay. Well, four to one on the  
8 executive director reporting to the board of  
9 directors, which includes James.

10 SPEAKER: Paid time off.

11 SPEAKER: Paid time off I think is much needed.  
12 I think there will be a lot of clarity after this and  
13 we'll have more healthy discussions. I just don't  
14 know how long that will be.

15 SPEAKER: Indefinite or for --

16 SPEAKER: I don't think indefinite is  
17 appropriate.

18 SPEAKER: I agree with that. It's probably up  
19 to James or maybe largely --

20 SPEAKER: I propose initially -- I propose  
21 initially a week, and then after which --

22 (Simultaneous speaking)

23 SPEAKER: It might not be -- it might not be  
24 enough, but we could have -- remember, these are  
25 immediate corrective actions, and I was hoping that

1 we could have healthier conversations about this  
2 stuff. I don't want to go too long.

3 SPEAKER: So to be reviewed in a week. I'm  
4 going to be in another day-and-a-half work meeting in  
5 Washington D.C., so I just wanted to give you a heads  
6 up.

7 SPEAKER: Let's make it two weeks so people can  
8 have it on their calendar.

9 SPEAKER: Anybody opposed to two weeks paid  
10 time off?

11 SPEAKER: This is not going to be considered a  
12 sabbatical.

13 SPEAKER: No.

14 SPEAKER: This is just corrective action  
15 [indiscernible].

16 MR. O'KEEFE: If we could let Eric O'Keefe back  
17 into the meeting. Eric O'Keefe is in the waiting  
18 room.

19 SPEAKER: I'm going to hang up, because I'm at  
20 dinner with somebody, I'm being rude.

21 SPEAKER: The last question would be  
22 suspending.

23 SPEAKER: Sorry, Joe, one second. Eric  
24 O'Keefe, has he been readmitted?

25 SPEAKER: He should be. There he is.

1 SPEAKER: Quickly, can somebody put that into a  
2 motion on suspending? Or I'm going to hang up in one  
3 minute.

4 SPEAKER: James shall be prohibited from --  
5 shall turn over his corporate credit card and make no  
6 expense on that account until otherwise determined by  
7 the board.

8 SPEAKER: Agree.

9 SPEAKER: Second.

10 SPEAKER: That could be a day, that could be a  
11 week.

12 SPEAKER: Can we call the question?

13 SPEAKER: Is there any discussion?

14 SPEAKER: I move to second.

15 SPEAKER: I affirm that motion as well.

16 SPEAKER: Okay. I'll vote for it, too.

17 SPEAKER: Okay. I'm in favor. It's my motion.  
18 Any opposed?

19 SPEAKER: James?

20 MR. O'KEEFE: I oppose that motion.

21 SPEAKER: Okay.

22 SPEAKER: The motion is adopted four to one.

23 SPEAKER: Okay.

24 SPEAKER: I don't know how that will be  
25 enforced, but we will have the CFO enforce that.

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1 SPEAKER: Any business expenses can be  
2 reimbursed after review by CFO [indiscernible].

3 SPEAKER: So we don't have to take any board  
4 action on that?

5 SPEAKER: That will be done by [indiscernible].  
6 The one other thing is we do have to reconvene to  
7 hear from the CFO.

8 SPEAKER: Absolutely, we need to reconvene, all  
9 six of us.

10 SPEAKER: Tomorrow?

11 SPEAKER: We don't have the full board online.  
12 We do have to give 24 hours if we're going to call a  
13 special. So unless people waive the notice --

14 SPEAKER: The only day I can do it is Wednesday  
15 because I'm in [indiscernible] Thursday and Friday at  
16 another board meeting -- this week, not next week.

17 SPEAKER: Wednesday at 4:00, we can reconvene.

18 (Transcription concluded.)

19

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1 CERTIFICATE OF REPORTER

2

3

4 STATE OF FLORIDA )

5 COUNTY OF BROWARD )

6

7

8 I, Shelby Rosenberg, Florida Professional Reporter,

9 certify that I was authorized to and did

10 stenographically transcribe the foregoing audio

11 recording to the best of my ability and that the

12 transcript is a true and complete record of my

13 stenographic notes.

14

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16

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18

19

Shelby Rosenberg, Florida Professional Reporter

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## EXHIBIT B



James O'Keefe <jamesokeefeiii@gmail.com>

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## EMAIL 6 : JOK Feb 16th Letter to PV Board of Directors

1 message

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James E. O'Keefe III <jamesokeefeiii@gmail.com>

From: **James E. O'Keefe III** <jamesokeefeiii@gmail.com>  
Date: Thu, Feb 16, 2023 at 1:11 PM  
Subject: JOK Feb 16th Letter to PV Board of Directors  
To: James O'Keefe <jamesokeefeiii@gmail.com>

Matt Tyrmand  
John Garvey  
Joseph Barton  
Steven Alembik  
George Skakel  
Dan Strack  
Tom O'Hara  
Barry Hinkley

Dear All —

Over the last number of days, I have had the opportunity to continually reflect on your actions as a board and executive team of Project Veritas. I have received increasingly emotional and irrational outreaches from various parties pushing me to “negotiate” a resolution to a situation that was caused solely by the planned actions of the board and executive team addressed on this email. While I fully admit and apologize for my actions in the leadership meetings Tuesday the week prior to the February 6th board meeting, the Board refused to accept my apology or allow me to distribute it to staff. After a six-hour choreographed meeting including grievances from 16 of 65 employees, I was given mere seconds to respond. It is clear that the team addressed on this letter was meeting and planning its actions to remove me from a management position well in advance of the meeting.

Over the last two weeks I have carefully followed the board's directive to take a vacation and to avoid contacting donors. Your actions over this same period to undermine Project Veritas and its future, including airing confidential employment matters publicly, has broken trust. I cannot in good conscience return to such a mismanaged organization. The board members and the officers addressed here have each individually and as a group absolutely failed Project Veritas, its employees, and me as both an employee and fellow board member. You have created an embarrassing public display by leaking Project Veritas confidential information. I have not responded privately or publicly because there is no rational appropriate response to the emotional circus that has been created by your actions.

Upon reflection, here is my proposal. Consistent with the letter we received from the lawyer for some of our donors, I expect that the individuals listed on this letter will resign by the end of the week. Project Veritas, including any employees who choose to stay, will go on under my leadership with newly appointed professional board members and officers prepared to exercise

their duty of care and duty of loyalty to the organization. I will return to work on Monday and work with the remaining team to go forward with our mission.

Short of this action, I cannot in good faith return to the employ of an organization with leaders who are attacking me personally, making false and unsupported claims of improper management of resources, improperly airing employment issues related to me and others at Project Veritas, ruining our reputation in front of supporters and donors, and leaking confidential information and fabricated stories. I will be forced for good reason to terminate my position as CEO of Project Veritas.

I will return to our headquarters in Mamaroneck on Monday to either resume my role as CEO or pick up my belongings having been forced to terminate my employment from the organization I founded in the attic of my father's carriage house thirteen years ago and built from one camcorder into a \$25 million dollar company with nearly 100,000 donors.

While I thank you for your years of service and dedication to Project Veritas, you have unfortunately driven our one positive relationship to an end.

Sincerely,

James O'Keefe